

Workforce Development Directory 2002

*A Valuable
Resource for
Programs and
Services in
Washington
State*



WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

The Vision

The Workforce Training and Education Coordinating Board is Washington State's valued and trusted source of leadership for the workforce training and education system.

Mission Statement

The Workforce Training and Education Coordinating Board's mission is to bring business, labor, and the public sector together to shape strategies to best meet the state and local workforce and employer needs of Washington in order to create and sustain a high skill, high wage economy.

To fulfill this Mission, Board members, with the support of staff, work together to:

- Advise the Governor and Legislature on workforce development policy.
- Promote a system of workforce development that responds to the lifelong learning needs of the current and future workforce.
- Advocate for the non-baccalaureate training and education needs of workers and employers.
- Facilitate innovations in workforce development policy and practices.
- Ensure system quality and accountability by evaluating results and supporting high standards and continuous improvement.

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This publication is available in alternative format upon request.

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JOB TITLE	SECTOR Public ____ Private ____ Nonprofit ____	YOUR ZIP CODE
Does your organization provide training services to clients?		Yes ____ No ____
Would you like to be contacted about future WTECB initiatives in this field?		Yes ____ No ____
If we have any questions about what you have written here, may we contact you? (If you answered "yes" to this question or question #7, please fill out the following.)		Yes ____ No ____
NAME	ADDRESS	
TELEPHONE #	FAX#	EMAIL ADDRESS

FOLD HERE FIRST

FOLD HERE SECOND

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Workforce Development Directory

*A Valuable Resource for Programs and
Services in Washington State*

March 2002

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INTRODUCTION

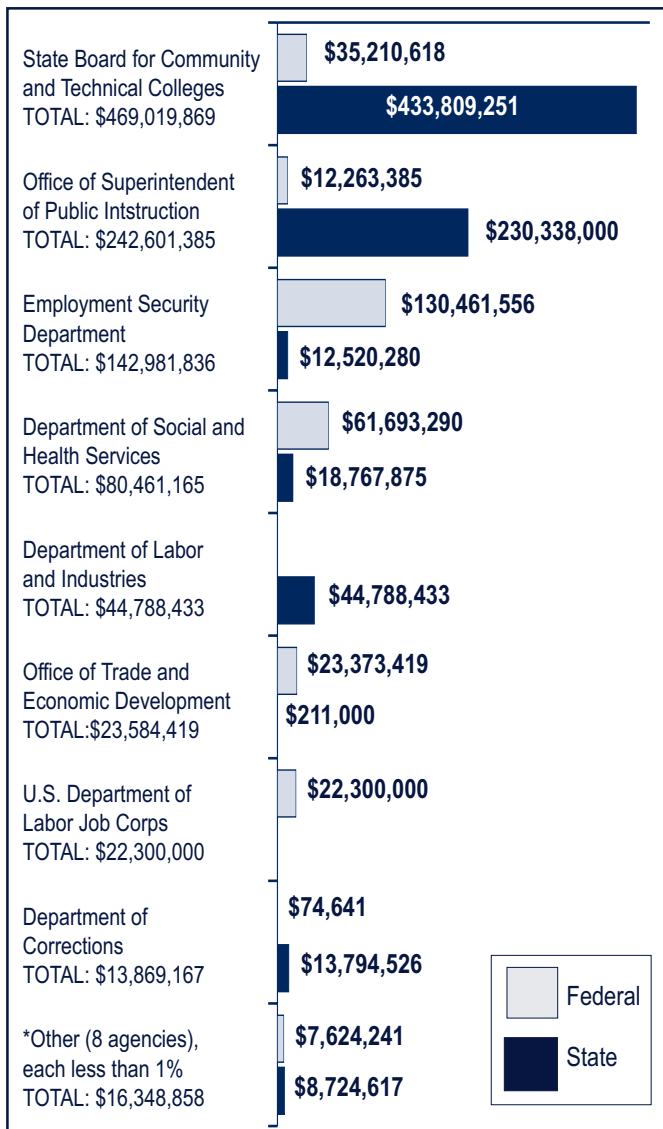
The *Workforce Development Directory 2002* identifies and describes workforce development programs and related services available to youth and adults in Washington State. Consistent with the Workforce Training and Education Coordinating Board's (WTECB) statutory role, it focuses on education and training resulting in less than a baccalaureate degree—education and training that prepares individuals for 75 percent of all jobs. The Directory is a valuable resource for workforce development educators and planners, school and social service administrators, community and government officials, legislators, and business and labor leaders to understand the variety, scope, and interrelationships of workforce development programs and services in our state.

This edition of the *Workforce Development Directory* will be particularly useful in supporting the evolution in the state's workforce development system brought about by the creation in March 2000, of 12 workforce development councils, one for each of the state's workforce development areas. The work of each council is guided by Governor Locke's Executive Order No. 99-02, the Workforce Investment Act (WIA) of 1998, *High Skills, High Wages: Washington's Strategic Plan for Workforce Development*, and by the council's strategic plan for workforce development. Business, labor, education, economic development, and workforce development program stakeholders are represented on these local area councils and, through their leadership, communities are benefiting in new ways.

The councils promote coordination of workforce development activities at the local level and ensure a link with local economic development strategies. Each council has a Governor-approved strategic plan assessing local employment opportunities and skill gaps and setting forth goals, objectives, and strategies for the local workforce development system consistent with "High Skills, High Wages." Each council, in consultation with chief local elected officials, directs WIA Title I-B activities, provides outreach to employers, and oversees the WorkSource system, the state's one-stop access to services. Many of the programs offered in WorkSource centers are mandated by WIA or by state policy. These mandatory WorkSource partners are indicated on each individual program description by the WorkSource logo: 

Twenty-five full-service WorkSource centers across the state provide employers and job seekers access to workforce services and career planning information from at least sixteen of the programs included in this directory, either in person or electronically. This one-stop approach is one of the primary service delivery improvements of the WIA. In addition to the WorkSource centers, there are 38 "affiliate" locations offering more specialized services with access to mandatory partners.

CHART 1
Workforce Development and Related Funds
by Administering Agency



*Department of Services to the Blind; Department of Fish and Wildlife; Parks and Recreation Commission; Higher Education Coordinating Board; Department of Transportation; Department of Ecology; Opportunities Industrialization Center; and Department of Natural Resources.

Governor Locke's Executive Order 99-02 also named WTECB to act as the Workforce Investment Board for WIA purposes. It directed WTECB to work with the state's workforce development operating agencies, the Department of Social and Health Services, local elected officials, local workforce development councils, and other organizations to prepare and carry out a strategic plan for the state's workforce development system.

In order to meet these goals, the best information about program goals, resources, services, and performance expectations is needed. To meet this need, the Directory describes 44 workforce development and related programs administered by 16 different agencies and organizations in Washington State. (*See Chart 1.*)

The combined annual total of state and federal funds for workforce development programs is \$1,056,355,132. Federal funds account for \$293,401,150 or 27.8 percent of the total workforce development funds. State funds account for \$762,953,982 or 72.2 percent. (*See Chart 2.*)

These programs provide a variety of services designed to prepare and upgrade skills of the state's current and future workforce and to connect job seekers to jobs. Programs are grouped into sections based on customer characteristics and needed services. The major clusters are Workforce Preparation for In-School and

Out-of-School Youth, Workforce Preparation and Employment Services for Adults, and Workforce Preparation and Employment Services for Adults with Barriers to Employment, e.g., individuals who are disabled or economically disadvantaged. (See Chart 3.)

The services and activities included in this Directory cover a broader set of programs than those defined by state statute and the executive order as the state workforce development system.

CHART 2
Percentages of Total Workforce Development and Related Funds by Source

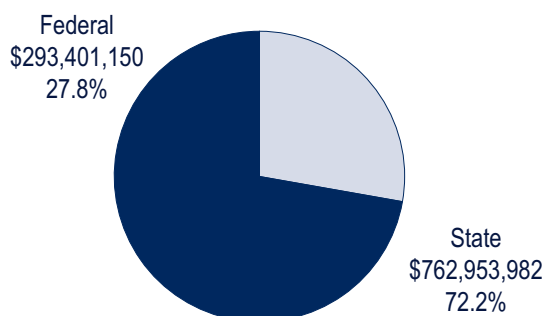


CHART 3
State and Federal Funding of Workforce Development and Related Programs Clustered by Population Cohorts Served

POPULATION COHORT	NUMBER OF PROGRAMS	STATE ANNUAL FUNDS	FEDERAL ANNUAL FUNDS	TOTAL ANNUAL FUNDS
Workforce Preparation for In-School Youth	4	\$230,338,000	\$34,419,980	\$265,757,980
Workforce Preparation for Out-of-School Youth	4	\$11,992,595	\$31,784,000	\$43,776,595
Workforce Preparation and Employment Services for Employed and Unemployed Adults	12	\$327,349,083	\$72,440,817	\$399,789,900
Workforce Preparation and Employment Services for Adults With Barriers	24	\$193,274,304	\$153,756,353	\$347,030,657
TOTAL	44	\$762,953,982	\$293,401,150	\$1,056,355,132

The workforce development system is defined as:

- Secondary career and technical education.
- Community and technical college technical education.
- Private career school and college programs and courses.
- Adult literacy and basic skills programs.
- Employer-sponsored training.
- Apprenticeship.
- Programs and courses for youth, adults, and dislocated workers funded by the Workforce Investment Act, Title I-B.
- Labor exchange and employment services for the Wagner-Peyser Act.
- Customized training for workers funded by the Job Skills Program.
- Worker Retraining Program for dislocated workers.
- Work-related components of vocational rehabilitation programs.
- Job training or work-related adult literacy programs offered by private and public nonprofit training and education organizations.
- WorkSource, the state's one-stop system for employment-related services.

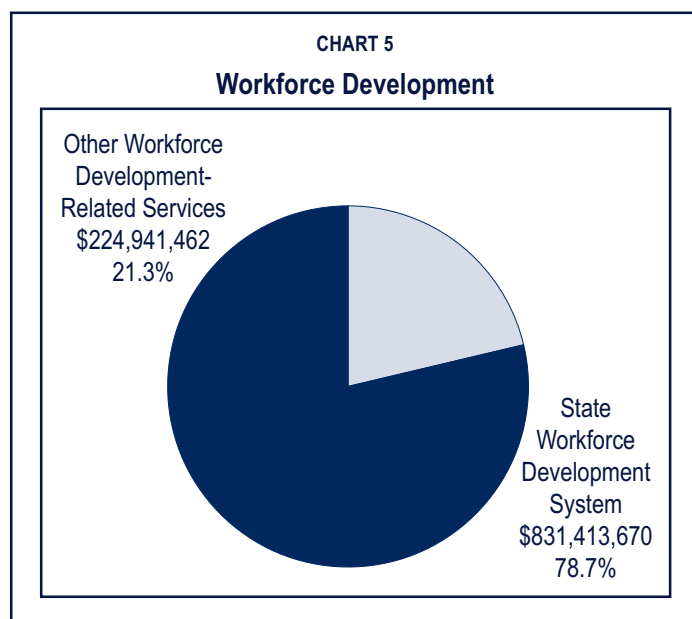
The 17 programs included in the statutory definition of the workforce development system account for 78.7 percent of public resources available for workforce development and related programs. (*See Chart 4*).

CHART 4
State Workforce Development System
(RCW 28C.18 and E.O. 99-02)

State Board for Community & Technical Colleges	Postsecondary Technical Education	\$286,448,014
	Adult Education and Basic Skills	\$116,144,645
	Carl D. Perkins Postsecondary Technical Education	\$13,240,995
	Worker Retraining Program	\$28,486,000
	Volunteer Literacy Program	\$362,365
	Job Skills Program	\$567,000
Office of Superintendent of Public Instruction	Secondary Career and Technical Education	\$230,338,000
	Carl D. Perkins Secondary Career and Technical Education	\$9,238,590
	Even Start Family Literacy Program	\$3,024,795
Employment Security Department	WIA, Title I-B Dislocated Workers Program	\$27,119,437
	WIA, Title I-B Adult Training Programs	\$21,031,292
	WIA, Title I-B Youth Activities Program	\$23,156,595
	Wagner-Peyser	\$16,179,605
Department of Social & Health Services	Division of Vocational Rehabilitation	\$46,275,494
Department of Services for the Blind	Vocational Rehabilitation for the Blind	\$6,855,760
Opportunities Industrialization Center	Employment and Training for Migrant Seasonal Farm Workers	\$1,954,811
Department of Labor & Industries	Apprenticeship	\$990,272
Private Career Schools	(no public funds)	
Total Public Funds		\$831,413,670

There are 27 other related programs that are not included in the statutory or executive order definitions of the workforce development system but that also prepare people for employment. These related programs account for 21.3 percent of the total funds for programs. (*See Chart 5*). The related programs are:

- Washington’s TANF Work Program (WorkFirst)
- Post Employment Labor Exchange Center
- Community Jobs
- Preemployment Training Program
- Families That Work
- Workplace Basic Skills
- Work-Based Learning Tuition Assistance
- Welfare-to-Work (federal welfare reform program through the Department of Labor)
- Juvenile Corrections Education
- Refugee Assistance Program
- Food Stamp Employment and Training Program
- Workers’ Compensation Vocational Rehabilitation Benefits Program
- Employment and Training for Migrant and Seasonal Farm Workers
- Trade Act—Trade Adjustment Assistance Program
- Washington Service Corps/AmeriCorps
- Corrections Clearinghouse Program
- Job Corps
- Offender Education Program
- Washington State Business Enterprise for the Blind
- Washington Conservation Corps
- Displaced Homemaker Program
- Community Services Block Grant Program
- On-the-Job Program
- Claimant Placement
- Disabled Veterans’ Outreach
- Local Veterans’ Employment Representatives
- Special Employment Services for Offenders



WTECB staff compiled the Directory with the assistance and cooperation of the many individuals from state agencies and organizations whose programs are described in the document. Staff from the various agencies provided updated information on the various programs and services. Their work is greatly appreciated.

WORKFORCE PREPARATION FOR ALL YOUTH (<i>in-school and out-of-school</i>)							
	Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
IN-SCHOOL	Secondary Career and Technical Education	All secondary students	\$230,338,000			7/01 to 6/30	Office of Superintendent of Public Instruction
	Carl Perkins Secondary Career and Technical Education	Improvement of vocational education for all participants		\$9,238,590	U.S. Dept. of Education	7/01 to 6/30	Workforce Training & Education Coordinating Board disburses funds to Office of Superintendent of Public Instruction
	Even Start Family Literacy	Low-income parents and their children		\$3,024,795	U.S. Dept. of Education	9/01 to 8/31	Office of Superintendent of Public Instruction
	Workforce Investment Act (WIA), Title I-B Youth Activities Program	Economically disadvantaged youth, 14-21		\$23,156,595	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.
OUT-OF-SCHOOL	Washington Service Corps/AmeriCorps	Unemployed, out-of-school youth, 18-25	\$1,610,000	\$9,484,400		9/01 to 8/31	Employment Security Dept.
	Washington Conservation Corps	Unemployed youth, 18-25, with emphasis on minority and disadvantaged youth	\$2,452,400			7/01 to 6/30	Depts. of Ecology, Natural Resources, Fish & Wildlife, and Parks & Recreation
	Job Corps	Low-income youth, 16-24		\$22,300,000	U.S. Dept. of Labor	7/01 to 6/30	U.S. Dept. of Labor
	Juvenile Corrections Education	Residents at state juvenile corrections facilities	\$7,930,195			9/01 to 8/31	Office of Superintendent of Public Instruction/Dept. of Social & Health Services
		TOTALS	\$242,330,595	\$67,193,980			

SECONDARY CAREER AND TECHNICAL EDUCATION (State Funds)

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Statutory Authority	State Basic Education Authorization to Common Schools, RCW 28A, WAC 180, and WAC 392. Administered by the Office of Superintendent of Public Instruction (OSPI).
State Funding	\$230,338,000 (School Year 2000-01).
Program History	<p>Prior to 1939, most financial support for vocational education in public schools was provided through federal legislation such as the Smith-Hughes Act of 1917 or state Public Works Administration funds. The funds established vocational training centers and schools in a handful of communities. State funding for vocational education began in 1939 after the passage of legislation that created a weighting factor for approved vocational classes in local school districts. Over the years, a significant number of changes were made to this vocational funding “formula.” More recently, the term “vocational education” has evolved into “career and technical education (CTE).” At present, state funding for secondary CTE uses an “enhancement” formula, whereby the local district’s basic education apportionment receives enhanced funding for those students who enroll in approved CTE programs.</p>
Planning Cycle	School year.
Purpose and Type of Services	<p>CTE provides for the occupational and technical skills interest of students and the need of industry for a skilled workforce. Its mission is to prepare all learners for successful roles in families, careers, and communities. Programs are designed to develop the skills, understanding, and attitudes needed by workers in their occupations. Instructional programs organized within career pathways include agriculture, family and consumer sciences, trade and industry, marketing education, business education, diversified occupations, technology education, cosmetology, health education, and others. Leadership development activities are an integral part of CTE programs.</p>

Funding and Regional Division	CTE programs are offered in approximately 235 local school districts and 9 vocational skills centers across the state. Local districts receive an enhancement to the Basic Education apportionment based on the number of vocational full-time equivalents (FTEs) reported by the district. To claim the vocational FTE, a program and its instructor must be approved according to state regulations and/or OSPI policy.
Participant Eligibility	All secondary high school students in grades nine through twelve (including those enrolled in vocational skills centers) are eligible to participate in the CTE program's career development and guidance activities.
Outcome Measures	New program standards for CTE are under development. These standards, based largely on the use of industry-defined skill standards, will include a variety of performance indicators and outcome measures. In addition, districts receiving federal vocational education funds must report local program performance in accordance with the performance indicators identified in the Carl D. Perkins Vocational and Technical Education Act.
Other Program Characteristics	OSPI is organizing all CTE programs within career pathways. New program standards are under development and will be used to approve and evaluate all vocational programs. The new program standards are also intended to differentiate programs as exploratory or preparatory, depending on the intended program outcomes.

CARL PERKINS SECONDARY CAREER AND TECHNICAL EDUCATION (Federal Funds)



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Statutory Authority

Carl D. Perkins Vocational and Technical Education Act as amended in 1998, P.L. 105-332. Funds are allotted from the U.S. Department of Education (DOE) to each state's "eligible agency" for receipt and in-state disbursement. The Workforce Training and Education Coordinating Board serves as the "eligible agency" and disburses a portion of the funds to the Office of Superintendent of Public Instruction (OSPI).

Federal Funding

\$9,238,590 (7/1/01 to 6/30/02). DOE.

Program History

Federal vocational education legislation dates back to 1917. The Vocational Education Act of 1976 set aside funds to assist special populations, i.e., the handicapped, educationally disadvantaged, and single parents. The current law is the second reauthorization of the original act passed in 1984. Known as Perkins III, it is more streamlined and provides greater flexibility for state and local recipients. The new act emphasizes vocational education programs integrating academic and vocational education, technology use, teacher training, and distance learning. Desired outcomes are student achievement and preparation for further learning and careers that respond to economic and employment needs of business and industry for a technically skilled workforce.

Planning Cycle

Five-year federal plan and an annual funding plan.

Purpose and Type of Services

The purpose of Perkins III is to more fully develop the academic, vocational, and technical skills of secondary and postsecondary students who to enroll in vocational and technical programs by:

- Building on the efforts of states and localities to develop challenging academic standards.
- Promoting the development of services and activities integrating academic, vocational and technical instruction, and linking secondary and postsecondary education for participating vocational and technical education students.

Purpose and Type of Services
(cont.)

- Increasing state and local flexibility in providing services and activities designed to develop, implement, and improve vocational and technical education, including tech-prep education.
- Disseminating national research and providing professional development and technical assistance to improve vocational and technical education programs, services, and activities.

Funding and Regional Division

Perkins funds are distributed by formula to approximately 235 local school districts and 9 vocational skills centers. All districts eligible to receive these funds must submit an application to OSPI.

Participant Eligibility

The program emphasizes the improvement of vocational education for all participants.

Outcome Measures

Increased accountability emphasized in the 1998 act will require new data collection and reporting for the states. There are expected performance levels in four categories.

1. Attainment of vocational, technical, and academic skill proficiencies.
2. Acquisition of secondary or postsecondary degree or credentials.
3. Placement and retention in postsecondary education or employment.
4. Completion of vocational and technical programs leading to nontraditional training and employment.

Even Start Family Literacy Program

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Statutory Authority	Federal—Part B of Chapter 1, Title I of the Elementary and Secondary Act of 1965 as amended by the Improving America's Schools Act of 1994 and the Reading Excellence Act of 1998. Administered by the Office of Superintendent of Public Instruction.
Federal Funding	\$3,024,795 (9/1/01 to 8/31/02). U.S. Department of Education.
Program History	Congress authorized the federal Even Start Family Literacy Program in 1989. Since then, the federal Even Start Family Literacy program in Washington has grown to 12, and is projected to grow to 22. The minimum funding for projects is \$75,000.
Planning Cycle	Competitive grants are awarded for four-year periods (across the state) to partnerships between school districts and community-based organizations (including community colleges), serving families and adults.
Purpose and Type of Services	<p>The purpose is to help break the cycle of poverty and illiteracy by improving the educational opportunities of the nation's low-income families by integrating family literacy services into a unified program.</p> <p>“Family literacy” means: Services provided to participants on a voluntary basis that are of sufficient intensity in terms of hours and of sufficient duration to make sustainable changes in a family and that integrate all of the following services:</p> <ol style="list-style-type: none">1. Interactive literacy activities between parents and children.2. Training for parents regarding how to be the child's primary teacher and full partners in the child's education.3. Parent literacy training that leads to economic self-sufficiency.4. Age-appropriate education to prepare children for success in school and life experiences.

Funding and Regional Division	Statewide. Funding is allocated through a competitive grant process.
Participant Eligibility	A family must have at least one eligible parent and one eligible child, ages birth through seven, participating together. The parent must be eligible for adult basic education programs under the Adult Education Act or be within the compulsory school attendance age range. Priority is given to families most in need of Even Start services as demonstrated by the area's level of poverty, illiteracy, unemployment, homelessness, limited-English proficiency, or other similar need-related factors.
Outcome Measures	Outcome measures for adults include reading improvement, writing, English language acquisition, problem solving, and numeracy. Other measures for adults include attainment of a high school diploma or GED, enrollment in postsecondary education or a job-training program, employment, or career advancement. Outcome measures for children include reading improvement, school attendance, grade retention or advancement, or improvement in achieving Essential Academic Learning Requirements. There are also outcome measures for program performance.
Other Program Characteristics	<p>This program provides funds to local entities. Each local entity is required to form a partnership among local education agencies and one or more profit/nonprofit community-based organizations, public agencies, institutions of higher education, or nonprofit organizations. The program shall:</p> <ul style="list-style-type: none"> • Be implemented through cooperative projects that build on high-quality existing resources to create a range of services. • Promote the academic achievement of children and adults. • Assist children and adults from low-income families to achieve challenging state content standards and challenging student performance standards.

Even Start Family Literacy Program (*cont.*)

Other Program Characteristics (*cont.*)

- Use instructional activities based on scientifically developed reading research and the prevention of reading difficulties for children and adults to the extent such research is available.

WORKFORCE INVESTMENT ACT, TITLE I-B YOUTH ACTIVITIES PROGRAM



Contact: Kathy DiJulio
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Statutory Authority	Workforce Investment Act (WIA), P.L. 105-220. Administered by the Employment Security Department (ESD).
Federal Funding	\$23,156,595 (7/1/01 to 6/30/02). WIA Title I-B WIA I-B Summer Youth Program. U.S. Department of Labor (DOL).
Program History	<p>On July 1, 2000, WIA replaced the Job Training Partnership Act (JTPA) of 1982. For nearly 20 years, the federally funded JTPA program provided job training services for economically disadvantaged youth and adults and dislocated workers to obtain job skills and find employment.</p> <p>To implement WIA, Governor Locke issued Executive Order 99-02, calling on the Workforce Training and Education Coordinating Board (WTECB) to act as the “Workforce Investment Board” for WIA purposes. The order established 12 workforce development councils, one for each of the state’s workforce investment areas. Each council, in consultation with chief local elected officials, oversees local WIA Title I-B activities. Local “youth councils” assist the new councils with Title I-B youth programs.</p>
Planning Cycle	Five-year planning cycle.
Purpose and Type of Services	The program prepares low-income youth ages 14 to 21 for academic and employment success. Eligible youth are assessed to determine academic, skill level, and support service needs. Strategies are developed for each person based on the assessment results. They may receive counseling, tutoring, job training, mentoring, or work experience. Other strategies include summer employment, study skills training, or instruction in obtaining a GED or equivalent. Youth may access information services through WorkSource, the state’s one-stop career center system (see Introduction). Youth ages 18 through 21 may be co-enrolled in WIA Title I-B adult programs. At least 30 percent of the funds must be used to provide activities for eligible out-of-school youth.

WORKFORCE INVESTMENT ACT, TITLE I-B YOUTH ACTIVITIES PROGRAM (cont.)

Funding and Regional Division At the state level, activities are described in a five-year operations plan developed by ESD and WTECB and approved by the governor. To access funds, DOL must approve the plan. At the local level, activities are described in five-year operations plans developed by workforce development councils and chief local elected officials. Funds are allocated to the 12 local workforce investment areas using a federal and state allocation formula.

Participant Eligibility Specific eligibility guidelines are described in the Act. Youth must be 14 through 21 years old, low income, and meet other criteria such as needing additional assistance to complete an educational program or to secure and hold employment. To be low income, one must be a welfare or food stamp recipient, homeless, a foster child, or have a family income below 70 percent of the lower living standard income level.

Outcome Measures Core performance indicators for youth ages 14 to 18 include:

- Attainment of basic skills and, as appropriate, work readiness or occupational skills.
- Attainment of a secondary school diploma or its equivalent.
- Placement and retention in postsecondary education, advanced training, military service, employment, or qualified apprenticeships.

Performance indicators used for youth ages 19 to 21 include:

- Entry into unsubsidized employment.
- Retention in unsubsidized employment after six months.
- Earnings received after six months.

Outcome Measures
(cont.)

- Attainment of a recognized credential related to training.
- Achievement of educational skills or occupational skills by participants who enter postsecondary education, advanced training, or unsubsidized employment.

Employer and participant satisfaction levels are also measured.

Other Characteristics

Local priorities for WIA Title I-B Youth Activities grant must support the priorities described in each local workforce development council's unified plan and must also be consistent with the goals identified in the state's unified plan.

WASHINGTON SERVICE CORPS/ AMERICORPS

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Website: www.wa.gov/esd/wsc

Statutory Authority	RCW 50.65. Administered by the Employment Security Department (ESD).
Federal Funding	\$4,811,000 (9/1/01 to 8/31/02). Corporation for National Service through the Washington Commission for National and Community Service for AmeriCorps*USA programs (national competitive selection). \$3,177,000 from the Corporation for National Service through the Washington Commission for National and Community Service for AmeriCorps*USA AmericaReads programs (to support the Washington Reading Corps). \$1,496,000 from the Corporation for National Service for AmeriCorps*VISTA programs (to support the Washington Reading Corps).
State Funding	\$910,000 (7/1/01 to 6/30/02). ESD Penalty and Interest Fund and approximately \$700,000 from the Office of Superintendent of Public Instruction as local matching funds for the Washington Reading Corps.
Program History	The Washington Service Corps (WSC) was founded in 1983 to involve young adults in their communities. WSC placed 18- to 25-year-olds in 6-month projects and supported them with a minimal living allowance. In 1991, the term of service was extended to 11 months, and an educational award for service was established. In 1993, AmeriCorps was created by the federal government to give Americans an opportunity to serve their community and earn educational benefits. WSC has been a major provider of AmeriCorps services since the program was launched in 1994.
Planning Cycle	Biennial.
Purpose and Type of Services	WSC engages people across the state in full-time service projects benefiting their local communities. It formed in anticipation of a national program to establish a service delivery system and provide for state matching funds. With the advent of the federal AmeriCorps program, WSC developed a broad-based program to

Purpose and Type of Services
(cont.)

involve service opportunities for Washington residents, both in teams and individuals. In partnership with local sponsors (e.g., community-based agencies, school districts, local governments, and chambers of commerce), WSC promotes the ethic of service and skills learned by “getting things done.”

AmeriCorps is a service program, not a workforce or training program. Although members receive some job and work maturity skills training, it is not the intent or the focus of the program.

Funding and Regional Division

AmeriCorps*USA competitive grants are awarded for a three-year cycle with an annual renewal process. Two grants supporting the Washington Reading Corps are sought annually. WSC is a statewide program, administered from offices in Lacey, Washington.

Participant Eligibility

The individual placement program is for unemployed, out-of-school youth between the ages of 18 and 25. The team-based program serves any resident of the state 17 years old and older who is a citizen or a permanent resident alien.

Outcome Measures

Each AmeriCorps team establishes a minimum of nine objectives (three each in the categories of Getting Things Done, Community Strengthening, and Member Development). Each objective is clearly defined by establishing activities, results, measurements, standards, and beneficiaries.

Other Program Characteristics

Members successfully completing their term of service (normally 11 months) are eligible to receive a federally funded education award of \$4,725. The award is held in trust and paid to educational institutions or to sponsors of federally guaranteed student loans. In both the individual and team programs, members must have completed high school or received a GED before using their educational awards.

WASHINGTON CONSERVATION CORPS

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Statutory Authority	RCW 43.220. Administered jointly by four agencies.
State Funding	<p>\$2,452,400 (7/1/01 to 6/30/02).</p> <p>Department of Ecology\$475,000 Department of Natural Resources\$690,400 Department of Fish and Wildlife\$438,000 Department of Parks and Recreation\$849,000</p>
Program History	<p>The Washington Conservation Corps (WCC) was established in 1983 to conserve and enhance Washington's environment and to offer job opportunities for young adults ages 18 to 25 in Washington State who were hard-hit by unemployment. Although the economy has improved since 1983, this state-funded program has proven to be a valuable resource to the state's natural resource agencies. It continues to provide meaningful services and training for young adults.</p>
Planning Cycle	Biennial.
Purpose and Type of Services	<p>WCC has two purposes. It enhances Washington's environment and helps unemployed young adults become employable by giving them experience working outdoors. WCC established numerous objectives, including the conservation, rehabilitation, and enhancement of the state's natural, historic, environmental, and recreational resources. Specific projects organized by participating state agencies include such tasks as stream rehabilitation, trail and campground maintenance, facility maintenance, wildlife control fencing, winter elk feeding, reforestation, and research assistance.</p>
Funding and Regional Division	WCC is a statewide program.
Participant Eligibility	<p>The program enrolls unemployed young adults between 18 and 25 years of age. Special effort is made to recruit minorities and economically disadvantaged youth.</p>

Outcome Measures

WCC measures its success by the impact of the services it provides and by the work it accomplishes.

Service Measurements

- 60 percent of corps members rate the program as “good” or “excellent.”
- 60 percent transition to education or employment.
- 60 percent receive work and life skills training.

Workload Accomplishment Measures

- DOE: Miles of Streambed restored, enhanced, or protected.
- Parks and Recreation: Linear feet of trail maintained.
- DVR: Number of campgrounds and trailheads maintained.
- Fish and Wildlife: Number of wildlife habitat structures constructed or maintained and numbers of elk fed.

Other Program Characteristics

WCC develops work experience, group achievement, land stewardship, resource conservation, and environmental appreciation among Washington youth through a wide range of public works projects. The Department of Fish and Wildlife, Natural Resources, and Ecology offer scholarships up to \$4,725 to corps members who serve one year. Additionally, the Department of Ecology offers college-level credits. The Department of Ecology coordinates WCC projects with federal public works projects organized by the U.S. Forest Service and the Federal Emergency Management Agency.

JOB CORPS

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Statutory Authority	Federal—Title I Chapter 6–C Workforce Investment Act of 1998. The program is administered through the Seattle Regional Office of the U.S. Department of Labor (DOL), and no funds are allocated to state government or passed through state government.
Federal Funding	\$22,300,000 (7/1/01 to 6/30/02). DOL awards program funds directly to the four Job Corps Centers operating in the state.
Program History	Job Corps was originally established under the U.S. Office of Economic Opportunity in 1964, and it has operated in Washington State since 1965 with 4 campuses serving approximately 1,500 students per year. Now administered by DOL, the program provides academic, vocational, social, and employment skill training for young adults between the ages of 16 and 24.
Planning Cycle	Annual.
Purpose and Type of Services	The Job Corps is a comprehensive, work-readiness program designed to give low-income youth a chance at a fresh start and a promising future. Young adults receive the educational, vocational, and social skills training needed to compete in today's challenging job market. Students are provided with room and board, medical care, recreational activities, leadership and volunteer opportunities, work experience, counseling, advanced training, and placement assistance. GED and English-as-a-Second Language classes are also available.
Funding and Regional Division	There are no substate divisions. The program is administered by the DOL Job Corps office in Seattle. Funding is allocated from DOL. For operation of the Cascades Job Corps Center (Sedro Woolley), the Regional Office in Seattle awards a competitive contract. DOL has an interagency agreement with the U.S. Forest Service for the operation of the Curlew Job Corps Center (Curlew) and the U.S. Bureau of Reclamation for the operation of the Fort Simcoe Job Corps Center (White Swan) and the Columbia Basin Job Corps Center (Moses Lake).

Participant Eligibility

To meet eligibility requirements, applicants must:

- Be at least 16 and not yet 25 years of age at the time of enrollment.
- Be a U.S. citizen, U.S. national, permanent resident alien, or other alien who is authorized to accept permanent employment in the United States.
- Be economically disadvantaged.
- Have signed consent from a parent or guardian if under 18 years of age.
- Have no history of serious behavioral problems. Applicants on probation, parole, under a suspended sentence, or under the supervision of any court agency or institution will be considered on a case-by-case basis.
- Live in an environment that is not conducive to getting an education or a job.
- Have a child care plan if the applicant has a dependent child.
- Be capable of acquiring additional skills training to meet entrance requirements for the military or qualify for a job that requires education or vocational skill training.

Outcome Measures

Outcome measures include attainment of a GED, completion of a vocational program, acquisition of employability skills, number and quality of job placements, and long-term retention in the workforce after separation from the program.

Other Program Characteristics

Applicants will attend one of the 12 campuses in the Northwest Region (Alaska, Washington, Idaho, and Oregon) pending training and campus availability. In most cases they will be assigned to the Job Corps center closest to their homes.

JUVENILE CORRECTIONS EDUCATION

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Statutory Authority	State—RCW 28A.190.10-.60. Administered by the Office of Superintendent of Public Instruction in cooperation with the Department of Social and Health Services Juvenile Rehabilitation Administration (JRA).
State Funding	\$7,930,195 (9/1/01 to 8/31/02). State General Fund allotted to local educational school districts, according to an enriched correctional education formula level. Allotments are based on an entitlement of actual full-time equivalents (FTEs) enrolled in the education programs.
Program History	The Corrections Clearinghouse (CCH) was founded in 1972 to provide offender employment services. CCH's goal and mission is to empower offenders to secure and maintain jobs. CCH accomplishes this by increasing the education and employability skill levels of offenders as an alternative to criminal behavior by allowing them to be better able to compete in the job market.
Planning Cycle	Annual. JRA notifies the appropriate local school districts by April 15 of anticipated FTE levels for the next fiscal year.
Purpose and Type of Services	According to public education regulations in Washington State, residents of the juvenile correctional system must be provided a comparable educational program by the school district where the facility is located. Washington has 7 maximum and medium security facilities housing about 1,000 youths ages 10 to 21. An additional 110 residents are housed in community settings in 7 state-operated group homes. The education program offered to juveniles is consistent with the program offered by the local education agency—an academic program building basic skills and assisting residents to obtain credits toward high school completion. Older youth significantly behind in graduation credits are offered GED preparation and work experience. Some educational programs incorporate school-to-work opportunities in conjunction with the facility work programs and in partnership with local businesses.

Funding and Regional Division	CCH programs are located throughout the state in adult and juvenile correctional facilities, local communities, and jails. CCH must submit a plan for juvenile and adult programs. Funding for both comes from state funds, which require the development, implementation, and reporting of planned outcome measures. CCH funds are not allocated by formula.
Participant Eligibility	Youth must be residents of one of the state juvenile institutions and be 16 to 20 years of age.
Outcome Measures	Performance is measured by enrollments, completions, job placements, job developments, and employment upgrades.
Other Program Characteristics	JRA and the local school districts work closely to define and deliver the educational program. JRA contracts with CCH, administered through the Employment Security Department, to provide employability and work maturity training and to develop a youth industries model for school-to-work experiences, both inside and outside the institutions. Future plans include expanding CCH presence in local communities (WorkSource, Welfare-to-Work, Workforce Investment Act, etc.).

WORKFORCE PREPARATION AND EMPLOYMENT SERVICES FOR WORKERS						
Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Postsecondary Technical Education	All high school graduates and/or those 18 and over	\$286,448,014			7/01 to 6/30	State Board for Community & Technical Colleges
Carl Perkins Postsecondary Technical Education	Improvement of vocational education for all participants		\$13,240,995	U.S. Dept. of Education	7/01 to 6/30	Workforce Training & Education Coordinating Board disburses funds to State Board for Community & Technical Colleges
Wagner-Peyser Act	All legal workers and all employers seeking workers		\$16,179,605	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.
Job Skills Program	Prospective employees and individuals in the workforce	\$567,000			7/01 to 6/30	State Board for Community & Technical Colleges
Apprenticeship	Individuals 16 and over	\$990,272			7/01 to 6/30	Dept. of Labor & Industries
On-the-Job Program	Universal access; priority for women, minorities, and disadvantaged individuals	\$100,000			7/01 to 6/30	Dept. of Transportation
WIA, Title I-B, Dislocated Worker Program	Dislocated workers		\$27,119,437	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.
Trade Act—Trade Adjustment Assistance Program	Workers whose jobs are jeopardized by increased imports		\$15,900,780	U.S. Dept. of Labor	10/01 to 9/30	Employment Security Dept.
Claimant Placement Program	Unemployment insurance claims	\$10,000,500			7/01 to 7/31	Employment Security Dept.
Worker Retraining Program	Unemployment insurance recipients/exhaustees; priority given to dislocated workers	\$28,486,000			7/01 to 6/30	State Board for Community & Technical Colleges
Reemployment Support Centers	Persons recently unemployed due to community economic distress or plant closures	\$211,000			7/01 to 6/30	Dept. of Community, Trade & Economic Development
Displaced Homemaker Program	Displaced homemakers	\$546,297			7/01 to 6/30	Higher Education Coordinating Board
	TOTALS	\$327,349,083	\$72,440,817			

POSTSECONDARY TECHNICAL EDUCATION (State Funds)



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Statutory Authority	Community and Technical College Act of 1991, RCW 28B.50. Administered by the State Board for Community and Technical Colleges (SBCTC).
State Funding	\$286,448,014 (7/1/00 to 6/30/01).
Program History	<p>The first community colleges were established in the 1920s, (Centralia–1925, Mount Vernon–1926, and Yakima–1928) and were academically oriented with limited vocational programs. They were locally funded and administered until the Legislature enacted the state’s first junior college law in 1941, and colleges received state aid for the first time. The law included a provision that specified vocational programs as part of the two-year college mission.</p> <p>The current system is framed in state law by the Community College Act of 1967 and the Community and Technical College Act of 1991, which changed the name of vocational-technical institutes to technical colleges and merged them with the community college system. The 1991 law also gave SBCTC responsibility for all adult basic education programs.</p>
Planning Cycle	Biennial.
Purpose and Type of Services	<p>A variety of workforce training opportunities are offered.</p> <ul style="list-style-type: none">• <i>Preparatory Vocational Education.</i> Skill training for entry-level employment in a variety of technical occupations.• <i>Upgrading/Retraining.</i> Training to improve or supplement workers’ skills in order to remain competitively employed or to advance their careers.• <i>Apprenticeship</i> (in the classroom). Supplemental training for indentured apprentices complementing their job experience.• <i>Developmental Education.</i> Classes to raise reading, writing, and math skills for entry or success in a vocational program.

Funding and Regional Division About 59 percent of the community and technical college system’s operating funds is appropriated by the Legislature from the State General Fund. The balance consists of tuition (18 percent), grants and contracts (15 percent), and local funds (8 percent).

2001-02 Community College Quarterly Tuition and Fees

Full-time resident	\$581.00
Full-time nonresident	\$2,287.00
Part-time resident (per credit)	\$58.10

Each of the five technical colleges sets fees on a program-by-program basis; no single fee structure exists. The cost of full-time programs start at \$2,300 for one year, depending upon tuition, fees, books, and supplies needed for individual programs.

Participant Eligibility Community and technical college programs are open to all high school graduates or persons aged 18 years or older. Those under 18 who have not completed high school may be admitted with permission from their local school district. Nearly half of all state-supported students (46.5 percent) in 1999-2000 were upgrading, retraining, or preparing for a new job.

Outcome Measures Postsecondary performance measures are based on the goals and priorities of community and technical college programs. Outcome measures include employment and earnings in the third quarter after leaving the program and employer and worker satisfaction.

Other Program Characteristics There are no eligibility requirements for postsecondary workforce training. Full-time students are assessed at admission and placed into appropriate courses. Some programs have prerequisites or selection criteria dictated by licensing or accreditation requirements. Training is offered at more than 600 sites operated by the 34 primary campuses and multiple extension sites, i.e., branch campuses, technology centers, business centers, and state prisons. Community and technical college services are available in every county across the state.

CARL PERKINS POSTSECONDARY TECHNICAL EDUCATION (Federal Funds)



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Statutory Authority

Carl D. Perkins Vocational and Applied Technology Education Act as amended in 1998, P.L. 105-332. Funds are allotted from the U.S. Department of Education (DOE) to each state's "eligible agency" for receipt and in-state disbursement. The Workforce Training and Education Coordinating Board serves as the "eligible agency" and disburses a portion of the funds to the State Board for Community and Technical Colleges (SBCTC).

Federal Funding

\$13,240,995 (7/1/01 to 6/30/02). DOE.

Program History

Federal legislation for vocational education dates back to 1917. The Vocational Education Act of 1976 set aside funds to assist special populations, i.e., the handicapped, educationally disadvantaged, and single parents. The current law, Perkins III, is the second reauthorization of the original act passed in 1984. It is more streamlined and provides more flexibility for state and local recipients. The new act emphasizes vocational education programs, integrating academic and vocational education, technology use, teacher training, and distance learning. Desired outcomes are student achievement and preparation for further learning and careers that respond to economic and employment needs of business and industry for a technically skilled workforce.

Planning Cycle

Five-year federal plan and an annual funding plan.

Purpose and Type of Services

The purpose of the act, as amended in 1998, is to develop academic, vocational, and technical skills of secondary and postsecondary students who enroll in vocational and technical programs by:

- Building on the efforts of states and localities to develop challenging academic standards.
- Promoting the development of services and activities integrating academic, vocational and technical instruction, and linking secondary and postsecondary education for participating vocational and technical education students.

Purpose and Type of Services
(cont.)

- Increasing state and local flexibility in providing services designed to develop, implement, and improve vocational and technical education, including tech-prep education.
- Disseminating national research and providing professional development and technical assistance to improve vocational and technical education programs, services, and activities.

Funding and Regional Division

Funding is available statewide to the community college districts. Funds originate from DOE and are allocated to each state's "sole source agency" for receipt and disbursement. SBCTC's disbursement is distributed to the local campuses by a formula, following annual local plan review and approval for each campus.

Participant Eligibility

The program emphasizes the improvement of vocational education for all participants.

Outcome Measures

Increased accountability, emphasized in the 1998 Act, will require new data collection and reporting for the states. There are expected performance levels in four categories.

1. Attainment of vocational, technical, and academic skill proficiencies.
2. Acquisition of secondary or postsecondary degree or credentials.
3. Placement and retention in postsecondary education or employment.
4. Completion of vocational and technical programs leading to nontraditional training and employment.

CARL PERKINS POSTSECONDARY TECHNICAL EDUCATION (Federal Funds) (*cont.*)

Other Program Characteristics The program is an important planning and funding supplement to the state's budget for postsecondary workforce training. It seeks to assure access to vocational education for special populations.

The federal grant also provides programs for tech-prep education for youth and adults. Tech-prep programs provide a systematic link between secondary and postsecondary vocational training.

WAGNER-PEYSER ACT

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Statutory Authority

Wagner-Peyser Act of 1933 as amended by the Workforce Investment Act (WIA). Administered by the Employment Security Department (ESD).

Federal Funding

\$16,179,605 (7/1/01 to 6/30/02). U.S. Department of Labor (DOL).

Program History

During the “100 Days” special session in 1933, Congress passed sweeping “New Deal” legislation. Part of that legislation was the Wagner-Peyser Act, establishing the U.S. Employment Service. The Employment Service has been reorganized several times since then, the most recent being the amendments contained in Job Training Partnership Act (JTPA) of 1982 and WIA. JTPA shifted much of the responsibility and authority to the states and provided for greater local participation. WIA expanded what JTPA started by emphasizing improved coordination between the Workforce Investment, the Adult Education and Literacy, and Vocational Rehabilitation systems, and by granting more authority to local elected officials and boards. It required Wagner-Peyser services to be provided through the WorkSource system of universal access, integration, accountability, and customer satisfaction.

Planning Cycle

Part of WIA five-year plan.

Purpose and Type of Services

The Wagner-Peyser Employment Service operates primarily as a labor exchange, matching qualified workers with employers through a network of WorkSource Centers, Affiliates, and Connections (self-service sites). Activities include providing job placement services for employers and job seekers, including Unemployment Insurance claimants, veterans, migrant and seasonal farm workers, and persons with disabilities. Services are provided in three tiers: self-service, facilitated self-service, and staff-assisted service. Many specialized statewide services such as Labor Market Information are managed from Olympia.

WAGNER-PEYSER ACT

(cont.)

Funding and Regional Division Wagner-Peyser funds and services remain under the authority of the Governor through ESD. They are distributed to ESD's Puget Sound, West, Southwest, and Cascade East Regions. Distribution to the local WorkSource service delivery sites is negotiated and determined within the regions.

A state plan is required to access Wagner-Peyser funding. In the past, there were annual state plans or semiannual plans with annual modifications. Wagner-Peyser became part of the five-year WIA State Unified Plan. Funds are allocated by DOL based on each state's share of the number of individuals in the civilian labor force and the number of unemployed individuals.

Participant Eligibility All applicants legally entitled to work in the United States and all employers are eligible for Wagner-Peyser services. A combination of federal and state law and regulations reinforced by ESD policy mandates the following order of service priority in recommending applicants for job openings.

1. Special disabled veterans.
2. Veterans of the Vietnam Era.
3. Disabled veterans other than special disabled veterans.
4. All other veterans and eligible persons.
5. Persons with disabilities.
6. Unemployment Insurance claimants.
7. All others.

Outcome Measures Several initiatives affect Wagner-Peyser's outcome measures: WIA, WorkSource, Electronic Labor Exchange, and emphasis on self-service. The agency is reexamining its labor exchange services to determine what outcome measures will best reflect its new role and contribution to Washington's workforce development system.

Other Program Characteristics

In the WorkSource system, labor exchange services will be divided into two levels: core and intensive. Wagner-Peyser staff will deliver core labor exchange services such as initial assessment, job search and placement assistance, labor market information, etc. This will be accomplished primarily via self-service and facilitated self-service.

Programs targeted to particular populations such as Unemployment Insurance claimants, veterans, migrant seasonal farm workers, and persons with disabilities will provide some core services and the more intensive labor exchange services in partnership with other local service providers. This will be accomplished via self-service, facilitated self-service, group services, and one-on-one services.

JOB SKILLS PROGRAM

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Statutory Authority	State—RCW 28C.04.400 administered by the State Board for Community and Technical Colleges.
State Funding	\$567,000 (7/1/01 to 6/30/02).
Program History	The Washington State Legislature created the Job Skills Program (JSP) in 1983. JSP coordinates economic development with workforce training. It is used by the Office of Trade and Economic Development and local economic development agencies as a resource to recruit companies to locate in Washington State and to assist state-based companies to expand.
Planning Cycle	Biennial.
Purpose and Type of Services	<p>JSP brings together employers and educational institutions to provide customized employee training. State JSP funds, combined with employer match, support four types of training.</p> <ol style="list-style-type: none">1. <i>New employee training</i> for prospective employees before a new plant opens or when a company expands.2. <i>Current employee retraining</i> when retraining is required to prevent the dislocation of those employees.3. <i>Current employee upgrading</i> enhancing productivity for advancement opportunities with greater skills and responsibilities.4. <i>Industry initiatives</i> supporting development of customized training programs for several companies within an industry.
Funding and Regional Division	JSP is a statewide program. Eligible applicants include any public secondary or postsecondary institution, independent institution, private career school, or college in the state, including community and technical colleges, secondary vocational programs, public colleges or universities with degree granting authority, and apprenticeship trusts. Also eligible are

Funding and Regional Division
(cont.)

private, for-profit or nonprofit, institutions offering programs beyond the secondary level provided that such institutions are registered with the Workforce Training and Education Coordinating Board or the Higher Education Coordinating Board, or meet legal requirements for exemption from this requirement.

Participant Eligibility

Prospective and existing employees of a business receiving a JSP grant are eligible for training. Eligible businesses and industries include private firms and institutions, groups, or associations concerned with commerce, trade, manufacturing, or providing services. Public or nonprofit hospitals are also eligible.

Outcome Measures

Applicants must:

- Identify the elements on which trainees will be evaluated to ensure satisfactory completion of the training objectives.
- Describe the expected results of the training project as they relate to need, when the results might be expected, and how they will be measured.

Other Program Characteristics

JSP concentrates its resources in areas with new and growing industries where there is a shortage of skilled labor to meet employers' needs, economically disadvantaged areas with high unemployment rates, and areas affected by economic dislocation.

APPRENTICESHIP

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Statutory Authority	Federal—29 CFR, Parts 29 and 30; Fitzgerald Act of 1937. State—RCW 49.04; WAC 296-04-001 through 480. Administered by the Department of Labor and Industries (L&I).
State Funding	\$990,272 (7/1/01 to 6/30/02). State General Fund.
Program History	The federal Fitzgerald Act of 1937 established an apprenticeship program administered by the U.S. Department of Labor’s Office of Apprenticeship, Training, Employer, and Labor Services (ATELS—formerly the Bureau of Apprenticeship Training). ATELS sets labor standards for apprentices, registers apprenticeship programs, and certifies states to register apprenticeship and training programs. Washington adopted an apprenticeship law in 1941. The Washington State Apprenticeship Council sets the program’s policy.
Planning Cycle	Biennial planning.
Purpose and Type of Services	L&I is the administrative arm of Washington’s Apprenticeship and Training Council. The Council’s primary goal is to promote development and implementation of structured on-the-job training programs supplemented with related theoretical instruction. These programs provide individuals with the ability to progress from entry-level to fully qualified journey-level workers. Apprenticeship agreement standards include a progressive increase in scale of wages. Completion standards include minimum total work hours (2,000 hours) and annual minimums for related and supplemental instruction (144 hours). L&I develops, approves, and monitors on-the-job training programs for occupations requiring less than 2,000 hours of work experience.
Funding and Regional Division	<p>Eight Washington State Apprenticeship Coordinators are responsible for the following areas:</p> <ul style="list-style-type: none">• Region 1—Snohomish, Skagit, Whatcom, Island, and San Juan Counties.

Funding and Regional Division
(cont.)

- Region 2—King County.
- Region 3—Pierce, Kitsap, Clallam, and Jefferson Counties.
- Region 4—Longview Office: Wahkiakum, Cowlitz, Clark, Skamania Counties, and the southern part of Pacific County.
- Region 4—Tumwater Office: Grays Harbor, Mason, Thurston, Lewis Counties, and the northern part of Pacific County.
- Region 5—Okanogan, Chelan, Douglas, Kittitas, Grant, Yakima, Klickitat, Benton, Franklin, Walla Walla, Columbia, Garfield, and Asotin Counties.
- Region 6—Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, and Whitman Counties.

Participant Eligibility

Participants must be at least of 16 years old and meet other minimum qualifications established by industry standards that are included in the written apprenticeship agreement.

Outcome Measures

Outcomes are measured by the successful completion of an apprenticeship trade by an apprentice.

Other Program Characteristics

Apprenticeship programs are developed by industry and labor and are constantly reviewed by these entities to ensure apprenticeship training standards respond to workforce needs. L&I systematically reviews approved apprenticeship programs (including adequate participation of females and minorities). Staff members assist in the development of more than 20 new apprenticeship programs each year.

ON-THE-JOB PROGRAM

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Statutory Authority	Federal Highway Administration, Nondiscrimination Section, Title 23 USC 140; 23 CFR 230, Subpart A, Appendix B. Administered by the Washington State Department of Transportation (DOT).
State Funding	\$100,000 (7/1/01 to 6/30/02). State Legislature.
Program History	The On-the-Job Training Program trains and upgrades minorities and women into higher paying skilled trades and transportation-technology related careers to meet projected labor needs. This is a federally mandated program under CFR Title 23, Chapter 1, Subchapter C, Part 230.
Planning Cycle	Biennial.
Purpose and Type of Services	The goal of the program is to increase minority and female representation in the highway construction industry and create employment opportunities for disadvantaged people. Federal guidelines governing federally funded highway construction contracts allow DOT to implement this affirmative action program addressing underrepresentation of minorities and women in the highway construction industry. The program provides participants with training and support services while on the job.
Funding and Regional Division	This is a statewide program. DOT has six regions: Northwest, North Central, Olympic, Southwest, South Central, and Eastern.
Participant Eligibility	Minorities, females, and disadvantaged individuals are recruited for the program. The program is not discriminatory; nonprotected group members may apply.
Outcome Measures	Outcome measures are determined on a yearly basis and reported to the Federal Highway Administration in a Federal-Aid Construction Cumulative Training Report. The report includes the number starting, receiving, and completing training. The report also includes trainees completing 1,000 hours+ and apprentices reaching journey level.

Other Program Characteristics Wage-earning opportunities are created for disadvantaged people in the highway construction industry. Contract training requirements enable minority and women participants to pursue a career in the skilled construction trades.

WORKFORCE INVESTMENT ACT, TITLE I-B DISLOCATED WORKER PROGRAM



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Statutory Authority	Workforce Investment Act (WIA), P.L. 105-220. Administered by the Employment Security Department (ESD).
Federal Funding	\$27,119,437 (7/1/01 to 6/30/02). WIA and U.S. Department of Labor (DOL).
Program History	<p>On July 1, 2000, WIA of 1998 replaced the Job Training Partnership Act (JTPA) of 1982. For nearly 20 years, federally funded JTPA provided job training and other services to help economically disadvantaged youth, adults, and dislocated workers obtain job skills and find employment.</p> <p>To implement WIA, Governor Locke issued Executive Order 99-02, calling on the Workforce Training and Education Coordinating Board (WTECB) to act as the “Workforce Investment Board” for purposes of WIA. The order established 12 local workforce development councils; 1 for each of the state’s workforce investment areas. These 12 local areas follow the same county lines as the 12 service delivery areas under JTPA. Each council, in consultation with chief local elected officials, oversees WIA Title I-B services in its local area. One of these services is employment and training for dislocated workers.</p>
Planning Cycle	Five-year planning cycle.
Purpose and Type of Services	<p>The program tailors employment and training services to meet dislocated workers’ needs; establishes early intervention for workers and firms facing substantial layoffs; and fosters labor, management, and community partnerships with government to address worker dislocation.</p> <p>Dislocated workers are eligible for “core services” available through WorkSource, the state’s one-stop career center system. Core services include skill assessment, labor market information, training program consumer reports, and job search and placement assistance. Second and third tier services are available for eligible dislocated workers unable to get jobs</p>

Purpose and Type of Services
(cont.)

through core services. This sequence of services is individualized and may include more intensive assessments, counseling, and prevocational and vocational training.

Funding and Regional Division

At the state level, services are described in a five-year operations plan developed by ESD and WTECB and approved by the Governor. To access funds, DOL must approve the plan. At the local level, services are described in five-year operations plans developed by workforce development councils and chief local elected officials. Funds are allocated to the local workforce investment areas using a federal and state allocation formulas.

Participant Eligibility

Specific eligibility guidelines are described in the Act. In general, dislocated workers are people who lost jobs due to plant closures, company downsizing, or some other significant change in market conditions. In most cases, it must be unlikely that they will return to their occupation, and they must be eligible for (or have exhausted) unemployment compensation. Other conditions can lead to eligibility for services such as being self-employed (but not working as a result of general economic conditions) or being a displaced homemaker.

Outcome Measures

Measures used to determine the program's success include:

- The number of dislocated workers finding unsubsidized employment after receiving services.
- The number retaining employment after six months on the job.
- The earning levels after six months on the job, as well as employer and participant satisfaction levels.

Other Characteristics

Local priorities for the WIA Title I-B Dislocated Worker grant must support the priorities described in each local workforce development council's unified plan and must also be consistent with the goals identified in the state's unified plan for the workforce development system.

TRADE ACT—TRADE ADJUSTMENT ASSISTANCE PROGRAM

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Statutory Authority	Federal—Trade Reform Act of 1974 as amended, P.L. 93–618 and RCW 50.20 for Benefit Payments. The Employment Security Department serves as an agent to the U.S. Department of Labor (DOL) in administering the program in Washington State.
Federal Funding	\$10,000,000 (10/01/01 to 9/30/02). DOL and an additional \$5,900,780 for Trade Readjustment Allowances in federal funding for workers who exhausted their unemployment insurance benefits. Also included are funds received for North American Free Trade Agreement (NAFTA) eligible workers.
Program History	The Trade Act of 1974 established the Trade Adjustment Assistance Program, which was modified significantly in 1994 by NAFTA. In 1994, Congress enacted NAFTA legislation, resulting in the Trade Act of 1974 being expanded to include the NAFTA Transitional Adjustment Assistance program for workers certified as adversely affected by trade with Canada or Mexico.
Planning Cycle	Annual.
Purpose and Type of Services	The program helps workers whose employment is adversely affected by increased imports prepare for and obtain employment. They may receive training, job search and relocation allowances, and other reemployment services. Weekly Trade Readjustment Allowances may be payable to eligible workers when their unemployment benefits are exhausted.
Funding and Regional Division	This is a statewide program. Individual employees from certified employers apply for services (see participant eligibility).
Participant Eligibility	To qualify, an individual's employer must be certified by DOL. Certification establishes that a firm experienced a loss of production or sales, there were layoffs due to lack of work, and import competition contributed to these losses. Once the firm is certified, workers apply for assistance. To be eligible, the worker must be laid off due to lack of work and have worked at least 26 weeks in the year prior to layoff in trade-affected employment.

Outcome Measures

The program is measured by the number of individuals who are trained and return to work.

Other Program Characteristics

This program allows groups of workers to apply for a variety of benefits and reemployment services if they have lost their jobs or had their wages cut due to increased import activity. After receiving a request, a fact-finding investigation is conducted. If increased import contributed importantly to job reduction in a company, DOL certifies the affected group of workers as eligible for assistance.

CLAIMANT PLACEMENT PROGRAM

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Statutory Authority	State—RCW 50.62 and 50.24.014. Administered by the Employment Security Department (ESD).
State Funding	\$10,000,500 (7/1/01 to 6/30/02). State approved allocation. This amount includes \$300,000 for additional Claimant Placement Program (CPP) enhancements.
Program History	The CPP was authorized by the Washington State Legislature in 1985 as a pilot project. It provided early intervention reemployment services for Washington State Unemployment Insurance (UI) claimants, giving priority to older workers and individuals with potential to become “long-term unemployed.” In 1987, the project became permanent. In 1993, it was merged with a federal requirement that established a system to profile workers most likely to exhaust their UI benefits before returning to work. In 1999, Washington State accepted new procedures and updated the statistical identification model. Program year 2000 saw a major redesign in how services are provided with the introduction of the Job Hunter Workshop Series.
Planning Cycle	Biennial.
Purpose and Type of Services	CPP provides early intervention reemployment services for the state’s UI claimants and identifies claimants most likely to exhaust their UI benefits by using a profiling system. CPP provides a variety of job search and placement services, including employability and job search planning, resumé development, labor market information, job counseling, self-assessment, and job interview techniques. Additionally, program staff have made referral arrangements with other employment and training service providers to ensure availability of more intensive employment services and retraining opportunities. Legislation also authorizes special assistance for agricultural employers to fill jobs and maintain a longitudinal claimant database for legislative decision making on major issues related to unemployment insurance.

Funding and Regional Division	This is a statewide program.
Participant Eligibility	All profiled workers are eligible to participate in CPP activities. Priority service is offered to those most likely to exhaust benefits before returning to work, to older workers, and the potentially long-term unemployed.
Outcome Measures	Measures include the number of claimants receiving service and obtaining employment and the percent of claimants not attached to an employer receiving a job match registration within 24 hours of filing their Initial Claim for benefits.
Other Program Characteristics	<p>CPP helps protect the solvency of the Washington State Unemployment Trust Fund by reducing the average length of a claimant's period of unemployment. This reduces the state's liability for payment of unemployment insurance benefits.</p> <p>A task force of business and labor leaders in Washington State worked with ESD to recommend service delivery strategies for employment and training activities. The Joint Labor/Management Task Force (JLMTF) recommendations encourage universal access, customer focus, and service integration.</p> <p>Based on JLMTF recommendations, as well as the direction provided through the Workforce Investment Act, CPP is piloting a program redesign. The pilot program consists of an orientation introducing customers to reemployment services available within local communities, providing goal-setting activities, and assisting customers to identify their level of job search readiness. In addition to the orientation, there are several interactive workshop modules designed to successfully prepare customers for work search and provide hands-on instruction on how to use self-service information and technology found in local office resource rooms and on the Internet.</p>

WORKER RETRAINING PROGRAM



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Statutory Authority	State—RCW 28C.04.410 and .420. Administered by the State Board for Community and Technical Colleges (SBCTC).
State Funding	\$28,486,000 (7/1/01 to 6/30/02).
Program History	The Employment and Training Trust Fund was established in 1993 to fund training and related support services for the unemployed and to fund improvements in the state's employment security system. After sunseting in 1997, the fund was reauthorized as the Worker Retraining Program with the passage of SB5909 in 1999. Funding comes from the State General Fund.
Planning Cycle	Biennial.
Purpose and Type of Services	The program serves the unemployed or those facing imminent layoffs. Community and technical colleges provide training in basic skills and literacy, occupational skills, vocational education, and related or supplemental instruction for apprentices. Students qualifying may receive financial assistance to help with their tuition, as well as offset the costs of child care and transportation. The program is administered by SBCTC with advice and counsel from the Worker Retraining Customer Advisory Committee.
Funding and Regional Division	<p>2001-02 funds are allocated as follows:</p> <ul style="list-style-type: none">• Enrollment: 5,456 full-time equivalents (FTEs).• Financial Aid: \$780 per FTE for support services. Training Completion Aid: \$520 per FTE.• Emergency Fund: Enables colleges to respond to major layoff and/or economic emergencies.

Funding and Regional Division
(cont.)

- Collocation: Locates on-campus job service centers at community and technical colleges.
- Private Vocational School Funding: \$3,725 per FTE. 550 FTEs.

Colleges are required to submit a one-year plan for their allocation. The plan must be developed in cooperation with and endorsed by the college's general worker retraining advisory committee. The plan will then be reviewed by the Workforce Training Customer Advisory Committee for funding recommendations.

Participant Eligibility

Program services are exclusively for the unemployed and those who have been notified they are about to be laid off. To qualify, a person must be eligible for or have exhausted their unemployment compensation benefits within the last 24 months. Dislocated workers and the long-term unemployed have priority access to the program's training and supportive services.

Outcome Measures

Outcomes are measured by placement in high wage, high demand jobs, closely approximating pre-layoff conditions.

Other Program Characteristics

Training projects must prepare students for occupations that have demonstrated employment demand for qualified workers and lead to jobs providing a living wage appropriate to the local labor market. Project designers must actively involve business, government, and labor as they determine the employment demand and content of the training program. There is flexibility as to the length of participant training.

REEMPLOYMENT SUPPORT CENTERS

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Statutory Authority	State—WAC 43-330-130. Administered by the Office of Trade and Economic Development (OTED).
State Funding	\$211,000 (7/1/01 to 6/30/02). State General Fund and the Employment Security Department (ESD) Penalty and Interest Fund.
Program History	Created by the Legislature in 1987, the Reemployment Support Center Program provides direct and referral services to the jobless. The State General Fund and the ESD administrative contingency fund are combined to keep three reemployment centers open. The program was originally a response to the timber and salmon crisis in rural counties and to large-scale layoffs in urban areas.
Planning Cycle	Biennial.
Purpose and Type of Services	The program provides coordinated services to eliminate the emotional, physical, medical, and financial barriers keeping clients from conducting an effective job search. A second purpose is to increase the local community's capability to help their unemployed by building the capacity of the existing service delivery network. Types of services include job search assistance and job referral, training referral, financial counseling, utility assistance, and other support services.
Funding and Regional Division	The program has no substate or regional districts. Three reemployment centers must submit a spending plan and a plan for units of service delivered. Each center receives equal funding. Currently Clallam, Jefferson, Grays Harbor, Pacific, and King counties are served by reemployment centers in Port Townsend, Aberdeen, and Seattle. Originally a program of ESD, the Legislature transferred the program several years ago to OTED.
Participant Eligibility	Persons recently unemployed due to community economic distress or plant closures are eligible. The program is not designed for chronically unemployed persons or as a youth training program.

Outcome Measures

Outcome measures include units of service and client characteristics.

Other Program Characteristics

Three locally based contractors provide services.

1. Worker Center—Seattle.
2. Twin Harbor Community Coalition—Aberdeen.
3. Clallam-Jefferson Community Action Council.

DISPLACED HOMEMAKER PROGRAM

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Statutory Authority	State—RCW 28B.04 and WAC 250-44. Administered by the Higher Education Coordinating Board.
State Funding	\$546,297 (7/1/01 to 6/30/02). State General Fund.
Program History	The Washington State Legislature established a pilot project to serve displaced homemakers in 1979 and made it a permanent program in 1982. The statewide program is charged with establishing multipurpose service centers and programs to provide training opportunities, counseling, and other services.
Planning Cycle	Biennial.
Purpose and Type of Services	<p>Homemakers who become displaced due to divorce, disability, or the death of their spouse often encounter severe economic hardship. Displaced homemakers are:</p> <ul style="list-style-type: none">• Often left with little or no income.• Ineligible for categorical welfare assistance.• Subject to the highest rate of unemployment.• Faced with continuing employment discrimination.• Ineligible for unemployment insurance or social security benefits.• Often not eligible for affordable, private health insurance. <p>Without timely and appropriate intervention, the loss can lead to a life of poverty or underemployment. Programs offer free classes preparing displaced homemakers to find employment. In addition to support services and information and referral, statewide outreach educates residents about programs in their community.</p>

Funding and Regional Division The Displaced Homemaker Program is funded through the State General Fund to provide statewide services to displaced homemakers. Funds are distributed through a competitive application process based on organizational capacity to administer funds and geographical representation. Eligible applicants include governmental and nonprofit organizations.

Participant Eligibility The program is targeted to individuals who have worked in the home for ten or more years providing unsalaried household services for family members on a full-time basis, are not gainfully employed, need assistance in securing employment, and meet at least one of the following requirements. Individuals who do not meet this criteria but are experiencing similar circumstances may be served on space available basis.

- Dependent on the income of another family member but will no longer be supported by that income.
- Dependent on federal assistance but will no longer be eligible for that assistance.
- Supported as the parent of minor children by public assistance or spousal support, but the youngest children are within two years of reaching the age of twenty-one.

Outcome Measures Completion of Intensive Instructional Services results in:

1. Increased employability, which includes; ability to address personal issues impacting employability, awareness of personal assets and strengths, enhanced self-confidence, development of clear employment goals, and mastering job search strategies.
2. Enhanced employability, which includes; entry into full- or part-time employment in a field with potential for personal satisfaction, growth and a living (family) wage. Increased earnings for those already employed, and entry into vocational or academic programs.

DISPLACED HOMEMAKER PROGRAM

(cont.)

Other Program Characteristics Through Intensive Instructional Services, displaced homemakers increase their awareness of employment and training opportunities. They also increase their awareness of transferable skills and abilities, increase self-confidence, and learn new job skills.

A key factor in the program is the collaboration among diverse agencies and organizations and its comprehensive statewide coverage. Several urban multipurpose service centers are maintained with additional services offered on a smaller scale in rural locations.

WORKFORCE PREPARATION AND EMPLOYMENT SERVICES FOR ADULTS WITH BARRIERS

Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Workers Compensation Vocational Rehabilitation Benefits Program	Injured workers	\$43,798,161			7/01 to 6/30	Dept. of Labor & Industries
Division of Vocational Rehabilitation	Disabled individuals	\$9,856,680	\$36,418,814	U.S. Dept. of Education	10/01 to 9/30	Dept. of Social & Health Services
Vocational Rehabilitation Program for the Blind	Blind or visually impaired individuals	\$1,395,037	\$5,460,723	U.S. Dept. of Education	7/01 to 6/30	Dept. of Services for the Blind
Washington State Business Enterprise for the Blind	Blind or visually impaired individuals	\$638,183	\$128,707	Federal Vending Machine Revenue	10/01 to 9/30	Dept. of Services for the Blind
Temporary Assistance for Needy Families WorkFirst Program	Applicants and recipients of welfare AFDC		\$18,474,476	U.S. Dept. of Health & Human Services	7/01 to 6/30	Dept. of Social & Health Services with contracts to other state & local agencies
Post Employment Labor Exchange (WPLEX) Call Center	Welfare recipients		\$4,250,000	U.S. Dept. of Health & Human Services	7/01 to 6/30	Employment Security Dept.
Community Jobs Program	Welfare recipients		\$22,900,000	U.S. Dept. of Health & Human Services	7/01 to 6/30	Dept. of Community, Trade & Economic Development
Preemployment Training Program	Welfare recipients		\$10,000,000	U.S. Dept. of Health & Human Services	7/01 to 6/30	State Board for Community & Technical Colleges
Work-Based Learning Tuition Assistance	Low-income working parents with at least one dependent child	\$1,000,000	\$6,000,000	U.S. Dept. of Health & Human Services	7/01 to 6/30	State Board for Community & Technical Colleges
Welfare-to-Work Program	Welfare recipients		\$7,558,175	U.S. Dept. of Health & Human Services	7/01 to 6/31	Employment Security Dept.
Food Stamp Employment and Training Program	Able-bodied food stamp recipients, 18-50, with no dependents under 17 and recipients 16-60, with no dependents under 6		\$1,081,351	U.S. Dept. of Agriculture	10/01 to 9/30	Dept. of Social & Health Services with contract to Employment Security Dept.
WIA, Title I-B, Adult Program	Economically disadvantaged individuals		\$21,031,292	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.

WORKFORCE PREPARATION AND EMPLOYMENT SERVICES FOR ADULTS WITH BARRIERS (cont.)						
Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Refugee Assistance Program	Low-income, legal refugees	\$981,000	\$6,800,000	U.S. Dept. of Health & Human Services	7/01 to 6/30	Dept. of Social & Health Services
Employment and Training for Migrant Seasonal Farm Workers	Low-income, seasonal or migrant farm workers and dependents		\$1,954,811	U.S. Dept. of Labor	7/01 to 6/30	Wash. St. Farm Worker Investment Prog. Opportunities Industrialization Center
Community Services Block Grant Program	Low-income individuals		\$473,419	U.S. Dept. of Health & Human Services	1/01 to 12/31	Dept. of Community, Trade & Economic Development
Adult Education and Basic Skills	Persons with low basic skills, 16 and older	\$110,175,022	\$5,969,623	U.S. Dept. of Education	7/01 to 6/30	State Board for Community & Technical Colleges
Volunteer Literacy Program	Trainers for adults who wish to learn to read and speak English	\$362,365			7/01 to 6/30	State Board for Community & Technical Colleges
Families That Work	Low basic-skilled parents with a child enrolled in a children-at-risk education program	\$5,740,850			7/01 to 6/30	State Board for Community & Technical Colleges
Workplace Basic Skills	Welfare recipients	\$1,030,000			7/01 to 6/30	State Board for Community & Technical Colleges
Offender Education Program	Adult offenders	\$13,794,526	\$74,641	U.S. Dept. of Education	7/01 to 6/30	Dept. of Corrections
Corrections Clearinghouse Program	Juvenile and adult offenders	\$909,780	\$612,321	U.S. Dept. of Education	7/01 to 6/30	Employment Security Dept.
Special Employment Services for Offenders (Corrections Camps)	Incarcerated youth and adults	\$3,592,700	\$80,000	U.S. Dept. of Agriculture	7/01 to 6/30	Dept. of Natural Resources
Disabled Veterans Outreach Program	Disabled veterans		\$2,581,000	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.
Local Veterans Employment Representative Program	Veterans		\$1,907,000	U.S. Dept. of Labor	7/01 to 6/30	Employment Security Dept.
	TOTALS	\$181,755,208	\$126,220,251			

WORKERS' COMPENSATION VOCATIONAL REHABILITATION BENEFITS PROGRAM

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Statutory Authority	State—RCW 51.32.095, 090, and 250. WAC 296-18A-420 through 520. Administered by the Department of Labor and Industries (L&I).
State Funding	\$43,798,161 (7/1/00 to 6/30/01). Workers' compensation premiums collected from employers and employees insured by the Washington State Fund. Payments are made for vocational assessment or retraining through three funding divisions: Medical Aid Fund (for vocational rehabilitation counselors); Accident Fund (for retraining tuition and fees, as well as temporary total disability payments paid to workers participating in assessment or rehabilitation); and Second Injury Fund (for job modification costs).
Program History	Vocational rehabilitation began officially for worker's compensation in the late 1970s and early 1980s. The program helps individuals to become employable or to return workers to work.
Planning Cycle	Annual.
Purpose and Type of Services	This program provides injured workers with counseling and skills training needed to return to their job on a reasonably continuous basis through on-the-job or academic training. Consideration is given to age, education, job experience, and physical or mental impairment. Employable is defined by WAC 296-19A-010(1) as having the skills and training that are commonly and currently necessary in the labor market to be capable of performing and obtaining gainful employment on a reasonable continuous basis. L&I contracts with individuals and organizations, public and private, to assess the participant's ability to work, and, where necessary, to develop a rehabilitation plan. The program's first priority is for the claimant to return to their previous job. The last priority is short-term retraining and job placement (see RCW 51.32.095[2]). L&I may pay (or order a self-insured employer to pay) up to \$4,000 in any 52-week period for short-term training costs, which may be provided through community or technical colleges or by on-the-job training. The

WORKERS' COMPENSATION VOCATIONAL REHABILITATION BENEFITS PROGRAM (cont.)

Purpose and Type of Services (cont.)

supervisor of Industrial Insurance has discretionary authority to extend training an additional 52 weeks with an additional \$4,000 available for costs. These costs may include books, tuition, equipment, and child care. Transportation during vocational rehabilitation services is paid separately. WAC 296-160-010 allows L&I to provide an incentive for employers to hire workers whose injury prevents them from returning to work with their former employer and impairs their reemployment. State Fund employers who agree to hire these workers are excused from paying the usual premium for a period not to exceed 36 months with financial protection against any subsequent injury. Job modification provides up to \$5,000 for job modification or pre-job accommodation while in a training plan.

Funding and Regional Division

There are no substate or regional districts. Plan development is required before implementation expenditures are allowed.

Outcome Measures

Outcomes measured include the percentage of injured workers who return to work, the number who are able to work, and other outcomes. L&I continues to work with business and labor representatives to set better outcome standards while operating the program more cost effectively.

Other Program Characteristics

Injured workers receive temporary total disability payments during vocational rehabilitation with amounts based on pre-injury wages. The average monthly payment is approximately \$1,368. Approximately \$21 million is spent per year to pay for total disability costs associated with retraining injured workers. The 52-week limit for retraining (and discretionary 52-week extension) directly impacts training options and the type of educational certificates that participants can complete.

DIVISION OF VOCATIONAL REHABILITATION

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Statutory Authority

Federal—Rehabilitation Act of 1973 amended in 1992, P.L. 102–569.
State—WAC 388-890-005 through 1310 and RCW 74.29.005–.080.
Administered by the Department of Social and Health Services.

Federal Funding

\$36,418,814 (10/1/00 to 9/30/01). U.S. Department of Education (DOE). These funds provide counseling and guidance, vocational or academic training, assistive technology, mobility and transportation, communication services or devices, job placement, and retention to program participants.

State Funding

\$9,856,680 (10/1/00 to 9/30/01). State General Fund. These funds provide counseling and guidance, vocational or academic training, assistive technology, mobility and transportation, communication services or devices, job placement, and retention to program participants.

Program History

The Division of Vocational Rehabilitation (DVR) operates under the Vocational Rehabilitation Act of 1973, amended in 1992 and reenacted by Congress in 1998. DVR has a long history of helping people with disabilities go to work. In 1933, it began as a division of the Vocational Education Department and operated with three staff persons. Currently, the division has approximately 340 staff and serves more than 24,000 participants.

Planning Cycle

Biennial.

Purpose and Type of Services

DVR offers vocational rehabilitation and training services to help eligible individuals with disabilities become employed. The primary objective is competitive, full-time employment. Depending on the individual's and their functional limitations, however, other outcomes are sometimes more appropriate such as part-time employment, self-employment, homemaking, sheltered employment, or supported employment. To meet these objectives, a series of customized services are offered such as assessment, counseling, vocational and other training services, physical and mental restoration services (including corrective surgery), and job search and placement assistance.

DIVISION OF VOCATIONAL REHABILITATION

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Funding and Regional Division DVR is comprised of the headquarters' office in Lacey, 6 regional offices (Spokane, Yakima, Everett, Seattle, Tacoma, and Lacey), and 31 satellite offices throughout the state. DVR must submit a state plan to receive funding from DOE under the basic support grant. This is a formula grant distributed to each state based on a calculation of its share of the previous allotment and its population. The state provides matching funds to receive the full federal grant. DVR distributes funds to its six regions based on historic spending patterns and anticipated need.

Participant Eligibility Eligibility requires certification by DVR that the individual:

- Has a physical, mental, or sensory impairment that constitutes or results in a substantial impediment to employment.
- Can benefit in terms of an employment outcome from the provision of vocational rehabilitation services.
- Requires vocational rehabilitation services to prepare for, enter into, engage in, or retain gainful employment.

(Approximately 90 percent of active clients in the program have severe disabilities.)

Outcome Measures DVR establishes performance objectives at the start of the state fiscal year (July 1 through June 30) where goals are determined at the regional level. Two key outcome measures are:

1. Number of persons employed.
2. Rate at which Individual Plans for Employment are completed successfully. Other federal standards and indicators also apply.

Other Program Characteristics

When program funds or staff resources are insufficient to serve all eligible applicants, priority is given to participants with the most significant disabilities. DVR identifies unserved or underserved groups, including individuals from diverse cultural and ethnic groups such as Native Americans, Asians, and Pacific Islanders.

With the incorporation of the Rehabilitation Act into the Workforce Investment Act, a key challenge is to develop partnerships in WorkSource sites. Coordination involves ensuring accessibility of WorkSource core services to persons with disabilities and the inclusion of vocational rehabilitation services as part of the WorkSource system.

VOCATIONAL REHABILITATION FOR THE BLIND



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Statutory Authority	Federal—34 CFR 361. State—WAC Chapter 67-25. Administered by the Department of Services for the Blind.
Federal Funding	\$5,460,723 (7/1/01 to 6/30/02). U.S. Department of Education, Rehabilitation Services.
State Funding	\$1,395,037 (7/1/01 to 6/30/02). State General Fund.
Program History	Originally part of the Department of Social and Health Services, the Commission for the Blind was established in July 1977 by the Commission Bill to provide separate services for people who are blind or visually impaired. It was renamed the Department of Services for the Blind (DSB) in July 1983.
Planning Cycle	State annual planning and a three-year federal plan. Planning will now be coordinated with the Workforce Investment Act (WIA) State Unified Plan process.
Purpose and Type of Services	The mission of DSB is to open doors of opportunity for individuals who are blind and visually impaired to: pursue their dreams, determine their goals, develop their skills and abilities, and participate socially and economically in the community. DSB provides vocational rehabilitation services, including information, assessment and referral; vocational counseling, including guidance, referral, and placement; and rehabilitation training in adaptive skills, job skills, and assistive technology. Occupational licenses, tools, equipment, technological aids, and other goods and services that can be reasonably expected to help participants achieve successful employment outcomes are also provided.
Funding and Regional Division	DSB has no regional divisions. The agency is directed from Olympia with offices in Seattle, Spokane, Tacoma, Vancouver, and Yakima. The U.S. Department of Education, Rehabilitation Services Administration requires a state plan. Funding is allocated by formula: 79 percent federal grant and 21 percent state matching funds, based on state population.

Participant Eligibility

Any blind or visually impaired person may apply for vocational rehabilitation services. Eligibility is based on statutory criteria for legal or functional blindness and the need for vocational rehabilitation services. Individuals cannot have a visual impairment that constitutes or results in a substantial impediment to employment.

Outcome Measures

The primary outcome measure for vocational rehabilitation is successful employment. Other measures include job retention, employment outcome quality, participant satisfaction, coverage and accessibility of services, and cost effectiveness. Over the past 15 years, the Vocational Rehabilitation Program of DSB has served an average of 1,154 blind and visually impaired individuals and achieved 132 successful outcomes per year. The most recent benefit and cost ratio for the Vocational Rehabilitation Program was 2.03 or a yield of \$2 for every dollar invested.

Other Program Characteristics

Two factors influence the direction of DSB, which represent major opportunities and challenges. The first is the nature of the job arena. More jobs require high levels of technical skill and knowledge of computerized systems. The same technology driving the work environment also provides access technology required for visually impaired workers to become more productive and competitive. The challenge is to re-tool programs, train staff, and acquire the costly resources to fully realize the benefits of rapidly changing technology. The second factor is effective integration of Vocational Rehabilitation Services into the workforce investment system. WIA provides the opportunity to leverage the resources of larger agencies to assist in the employment of blind individuals. As a small agency, the challenge is to creatively manage the limited resources available to meet legislative requirements, enhance access to job opportunities for the visually impaired, and not diffuse agency efforts into areas that are not cost effective. The Workforce Training and Education Coordinating Board has established 12 regions for service delivery. DSB currently employs 12 full-time counselors with an average annual caseload close to 100 participants requiring intensive vocational rehabilitation services.

WASHINGTON STATE BUSINESS ENTERPRISE FOR THE BLIND

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Statutory Authority	Federal—Sec. 2, 49 Stat. 1559 as amended. 209 USC 107 CFR 34, Part 395. State—RCW 74.18.220 and 74.18.230.WAC Chapter 67–35. Administered by the state Department of Services for the Blind.
Federal Funding	\$128,707 (7/1/00 to 6/30/01). Federal vending machine revenue.
State Funding	\$638,183 (7/1/00 to 6/30/01). State vending machine revenue.
Program History	Originally part of the Department of Social and Health Services, a Commission Bill was signed in July 1977, establishing separate services for people who are blind or visually impaired. The Business Enterprise Program was one of the programs that moved to the Commission for the Blind, later Department of Services for the Blind (DSB), from the Department of Social and Health Services.
Planning Cycle	Biennial.
Purpose and Type of Services	The purpose of the Business Enterprise Program is to provide opportunities for blind individuals to succeed as independent business people. It is part of the state vocational rehabilitation program for the blind. The program's goal is to increase employment opportunities for blind citizens and to demonstrate their skills and abilities. Opportunities to become independent businesspeople are made possible through training and licensing to operate and maintain vending machine and food service management facilities in public buildings. There are numerous blind vendors presently operating in federal, state, county, municipal, and other government facilities throughout the state.
Funding and Regional Division	The program has no regional divisions. It is directed from its main office in Olympia and funded by vending machine revenue only.

Participant Eligibility

Individuals must be United States citizens and meet the legal definition of blind. They also must be referred by a DSB vocational rehabilitation counselor and meet Business Enterprise Program requirements.

Outcome Measures

The primary outcome measure for the program is placement of licensed blind vendors in facilities and the successful operation of the sites under blind vendor management.

Other Program Characteristics

By legislation, blind persons participating in the program are given preference in the operation of vending facilities on federal, state, county, municipal, and other governmental property. The source of program funds is federal and state vending machine revenues.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES WORKFIRST PROGRAM



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Statutory Authority

Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA). Major portions of this Act are administered by the Department of Social and Health Services (DSHS), including Temporary Assistance for Needy Families (TANF) and the WorkFirst Program.

Federal Funding

\$18,474,476 (7/1/00 to 6/30/01). U.S. Department of Health and Human Services for TANF workforce development programs directly managed by DSHS from the larger TANF annual budget. (TANF workforce development programs managed by other state agencies are described on the following pages.)

Program History

WorkFirst went into effect in 1997 after PRWORA repealed and consolidated the Aid to Families with Dependent Children, Job Opportunities and Basic Skills Program, and Emergency Assistance programs into TANF. Underlying the WorkFirst philosophy is the expectation that everyone who is able to work should be working, preparing for work, or looking for work.

Planning Cycle

Annual.

Purpose and Type of Services

PRWORA gives states flexibility to design their TANF programs. Washington's TANF Work Program is the cornerstone for the Welfare-to-Work initiative, requiring participants to prepare for, find, and maintain employment leading to self-sufficiency. Benefits are limited to 60 months in a lifetime for adults. Under WorkFirst, DSHS determines if a recipient is "ready to engage" in work activities. If ready, recipients must be working, looking for work, or preparing for work. They must develop work plans as part of their individual responsibility plans.

Support services are provided to facilitate involvement in the TANF Work Program. Child services, transportation, and other job-related expenditures are a part of the job planning process.

Funding and Regional Division	<p>DSHS's Community Service Division is divided into 6 regional offices and 66 local offices. Regions are given the latitude to tailor participant service delivery to maximize program effectiveness. They coordinate services through Local Area Planning units comprised of representatives from WorkFirst partners, community organizations, and tribal governments. Washington State receives a TANF block grant from the federal government. State plan amendments are made whenever substantive changes in spending TANF funds are made.</p>
Participant Eligibility	<p>Only recipients of TANF are eligible for the Washington TANF Work Program. Recipients, and, on a limited basis, some applicants, are eligible for support services. As a part of the block grant funding, TANF programs are not considered an entitlement.</p>
Outcome Measures	<p>The TANF program has seven measures.</p> <ol style="list-style-type: none"> 1. <i>TANF Caseload Reduction</i>—Current TANF adult caseload as a percent of the January 1997 adult caseload by Community Service Offices. Data is available monthly but lagged by one month due to availability. 2. <i>Jobs Leading to Exits From TANF</i>—Percent of clients exiting TANF within three months of entering employment. Data is available monthly. 3. <i>Returns to TANF</i>—Percent of adults who exit TANF and reenter TANF within three months. Data is available monthly. 4. <i>Employment Retention</i>—Percent of TANF adults with an employment exit who remain employed for six months by Community Service Offices. Data is available quarterly. 5. <i>Child Support</i>—Percent of current and former TANF child support cases with paid child support by Community Service Offices. Data is available monthly.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES WORKFIRST PROGRAM (cont.)

Outcome Measures (cont.)

6. ***Community Jobs Placement***—Percent of placements relative to the number of enrollments in the same month of the previous year.

7. ***Preemployment Training***.

Other Program Characteristics

Four state agencies jointly carry out the program.

1. DSHS is the entry point and ongoing contact point for Work-First participants. Once eligibility is established, participants are assigned a case manager. The case manager stays with a participant throughout the process, helping to develop a plan for employment, encouraging progress toward the goal of getting a job, and arranging for support services needed to get, keep, and advance in a job.
2. The Employment Security Department makes the employment connection. The agency presents job search workshops. Employment specialists work with participants and employers to make job placements. Staff directly contacts new low-wage workers to offer avenues for advancement.
3. The State Board for Community and Technical Colleges (SBCTC) ensures that training for basic skills and job advancement is available through community and technical colleges across the state. The colleges are developing a new generation of training for WorkFirst participants: shorter courses, offered during nonwork hours, and geared toward specific fields with high demand for workers. SBCTC is also linking with employers to design short-term, preemployment training leading directly to a job.
3. The Office of Trade and Economic Development supports availability of local social services such as housing and early childhood education. The agency also administers to the Community Jobs program.

WORKFIRST POST EMPLOYMENT LABOR EXCHANGE CALL CENTER

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Website: www.wa.gov/workfirst/briefing/wplex.htm

Statutory Authority	The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA). The WorkFirst Post Employment Labor Exchange Call Center (WPLEX) is administered by the Employment Security Department (ESD).
Federal Funding	\$4,250,000 (7/1/01 to 6/30/02).
Program History	WorkFirst began on August 1, 1997. Four state agencies jointly carry out the program. WPLEX started on August 1, 1998. It is operated by ESD as part of Washington State's WorkFirst Program, which was implemented in response to federal welfare reform legislation.
Planning Cycle	Annual.
Purpose and Type of Services	WPLEX contacts all WorkFirst clients after they have started working to offer services to help them advance in their jobs and careers. Staff contact clients by telephone at home. They act as personal job search advocates contacting employers, providing job referrals, giving job leads, and otherwise making better jobs more accessible to the working participants. They also connect clients with training possibilities so they can learn more skills to help them progress. As long as they remain employed at least 20 hours a week, clients are eligible to participate in vocational classroom training. ESD has outstationed staff at each community college in the state to provide reemployment services and labor exchange activities for Temporary Assistance for Needy Families (TANF).
Funding and Regional Division	The program is statewide.
Participant Eligibility	Welfare recipients or former welfare recipients who have gone to work at least 20 hours a week can be assisted by WPLEX.

WORKFIRST POST EMPLOYMENT LABOR EXCHANGE CALL CENTER (cont.)

Outcome Measures

Outcomes include:

- Increased referral and placement into better jobs.
- Increased use of job retention and wage progression services.
- Reduced reentry to TANF assistance.

Other Program Characteristics

WPLEX connects clients with assistance for other retention issues that may be jeopardizing their ability to remain employed such as child care, substance abuse, domestic violence, and anger management.

COMMUNITY JOBS PROGRAM

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Website: www.wa.gov/workfirst/briefing/commjobs.htm

Statutory Authority	The Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Community Jobs Program is administered by the Office of Trade and Economic Development (OTED).
Federal Funding	\$22,900,000 (7/1/01 to 6/30/02).
Program History	Since WorkFirst's implementation in 1997, Washington State has provided services to help clients conduct an effective job search to enter the labor market. Most WorkFirst clients have been successful in finding a job, however, some clients need additional assistance to enter the regular job market. The Community Jobs program was started in June 1997 to provide temporary community-based work and skill building experience.
Planning Cycle	Community Jobs is part of the annual WorkFirst local planning process.
Funding and Regional Division	OTED contracts with community-based organizations throughout the state to provide local service delivery operations, often as regional consortia.
Purpose and Type of Services	The Community Jobs program provides comprehensive, paid work experience plus training opportunities for hard to employ Temporary Assistance for Needy Families recipients. Community Jobs builds work and life skills. Participants improve the quality of their communities through their work in community, government, and tribal organizations. Private nonprofit contractor-partners provide participants with 20 hours of work per week, a paycheck, one-on-one support, and mentoring to resolve barriers to work. Program participants remain in the program up to nine months, long enough to gain both substantial work experience and an opportunity to deal with life situations beyond crisis management. The ultimate goal is unsubsidized job placement.

COMMUNITY JOBS PROGRAM

(cont.)

Participant Eligibility

Community Jobs participants have:

- Demonstrated to their Department of Social and Health Services case manager that they have been unsuccessful in or unable to complete Job Search.
- Been deemed by their WorkFirst case manager to have the potential to become more employable after a Community Jobs assignment.

Outcome Measures

Program contracts are performance based with pay points for participant engagement, job enrollment, success in meeting individual development plan goals, and Community Job completion and/or unsubsidized job placement.

PREEMPLOYMENT TRAINING PROGRAM

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Statutory Authority	WorkFirst Reinvestment Funds. Administered by the State Board for Community and Technical Colleges (SBCTC).
Federal Funding	\$10,000,000 (7/1/01 to 6/30/02).
Program History	Shortly after WorkFirst's implementation in 1997, SBCTC initiated new programs to serve current and former welfare recipients along with other low-income working adults (earning less than 175 percent of the poverty level.) Preemployment training is short-term training with employers who commit to giving first consideration to hiring those who complete the training.
Planning Cycle	Annual.
Purpose and Type of Services	WorkFirst and low-income participants receive short-term training to learn the skills they need to work in a particular field. Colleges and private institutions develop these training programs with employers who commit to giving first consideration to hiring those who complete the training.
Participant Eligibility	Current and former welfare recipients along with other low-income working adults (earning less than 175 percent of the poverty level.)
Funding and Regional Division	Funds are awarded based on application. Colleges and private institutions develop applications in partnership with employers, Department of Social and Health Services, and the Employment Security Department. Only applications that meet the wage and training criteria, have the appropriate partners, and are reasonably budgeted, are funded.
Outcome Measures	Preemployment training is measured by the number of Temporary Assistance for Needy Families and low-income parents who secure employment as a result of the training.

WORK-BASED LEARNING TUITIION ASSISTANCE

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Statutory Authority	WorkFirst Reinvestment Funds. Administered by the State Board for Community and Technical Colleges.
Federal Funding	\$6,000,000 (7/1/00 to 6/30/01).
State Funding	\$1,000,000 (7/1/00 to 6/30/01).
Program History	Following the initial implementation of WorkFirst in 1997, the two-year college system appropriated funds to provide Work-Based Learning Tuition Assistance for WorkFirst and other low-income, working parents. Funds are intended to assist low-income workers who may be leaving welfare or are at risk of calling on welfare to gain the skills needed to advance in their chosen careers.
Planning Cycle	Annual.
Purpose and Type of Services	<p>The primary goal of these funds is to assist people who have entered low-wage employment to continually access training and improve their skills and provide them with opportunities for better employment and wages. The funds provide additional resources for colleges to assist low-income workers in wage progression.</p> <p>Colleges can provide tuition assistance for training linked to an individual's work goals and career/educational plan that will lead to better skills and higher wages. Funds can also be used to pay for fees required for students to enroll in college, vocational programs, and/or programs needed for wage and skills progression.</p>
Funding	Funds are awarded to the state's community and technical colleges.

Participation Eligibility

Low-wage working parents who are financially responsible for their children. They must be one of the following:

- ***WorkFirst Parent*** in 20 hours of paid employment or working at least 16 hours per week through a federal, state, or college-sponsored work study program. (Note: Temporary Assistance for Needy Families recipients enrolled in individualized Preemployment Training do not need 20 hours of paid employment to qualify.)
- ***Low-Wage Working Parent*** in paid employment and have an average monthly or annual net earnings and family income at or below 175 percent of the federal poverty level adjusted for family size.

Outcome Measures

Students receiving Work-Based Learning Tuition Assistance are expected to complete at least 50 percent of the credits for which they enroll each quarter and maintain satisfactory academic progress as defined by the institution.

WELFARE-TO-WORK PROGRAM

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Statutory Authority

The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) is a welfare reform bill under which the Temporary Aid to Needy Families (TANF) program was established to supersede the Aid to Families with Dependent Children program, among others. Section 403(a)(5)(A)(ii)(I) of the Act indicates that Welfare-to-Work (WtW) area plans are an “addendum” to state TANF plans. Washington State Employment Security Department administers WtW Funds. Additional information is available at <http://wtw.doleta.gov/>

Federal Funding

\$7,558,175. Annual average funding for the 3-year grant. Washington State receives a grant from the U.S. Department of Labor (DOL). Two, three-year grants have been received.

State Funding

State matching funds are required to draw federal DOL funds. In kind match will be used from 7/1/01 to 6/30/02.

Program History

On August 5, 1997, the president signed the Balanced Budget Act of 1997. The legislation provided for WtW grants to help move hard-to-employ TANF recipients into unsubsidized jobs and economic self-sufficiency. In Washington State, the WtW program became an enhancement to WorkFirst, the state’s primary welfare program.

Planning Cycle

State planning for TANF is completed on an annual basis. The WtW state plan for 1999 was approved by DOL in September 1999 for the second round of funding. The plan is still current.

Purpose and Type of Services

WtW assists the state in meeting welfare reform objectives by providing additional resources to assist hard-to-employ recipients residing in high poverty areas in the state.

PRWORA gives states the flexibility to design their WtW programs according to the service delivery area needs and the local area plans. WtW activities are coordinated with those undertaken through TANF, as hard-to-employ welfare recipients constitute a significant portion of the TANF eligible population.

Purpose and Type of Services
(cont.)

The Department of Social and Health Services (DSHS) is the state's TANF agency and has the lead for the design and implementation of WorkFirst. Most recipients participate in WorkFirst for 12 weeks of structured work search. Early on, WorkFirst participants are pre-screened for the WtW program. Once eligibility is determined, recipients are co-enrolled as appropriate. Some participants will fail to find employment. Others will find employment but at low wages or less than full-time work. Eligible participants who fail job search are referred to WtW providers for appropriate activities.

Primary responsibility for case management remains with the DSHS case manager. Close working relationships among all partners promote the leveraging of resources and provide seamless service to participants most in need. WtW provides intensive services for eligible participants. A full array of employment and training services are available such as job readiness, work experience, on-the-job training, job placement, postemployment services, job retention services, and support services.

Participant Eligibility

At least 70 percent of the grant funds must be spent on long-term TANF recipients. An individual may be served under this provision if the individual satisfies 1 or 2 below.

1. The individual is receiving TANF assistance under a state TANF program for at least 30 months or will become ineligible for assistance within 12 months due to either federal or state-imposed time limits on the receipt of TANF assistance.
2. The individual is no longer receiving TANF assistance having reached either the federal five-year limit or a state-imposed time limit on receipt of TANF assistance; or is a noncustodial parent of a minor child if the noncustodial parent is unemployed, underemployed, as defined by the state in consultation with local boards and WtW competitive grantees, or having difficulty paying child support obligations, as defined by the state in consultation with local boards and WtW competitive grantees and the State Child Support Enforcement (IV-D) Agency.

WELFARE-TO-WORK PROGRAM (cont.)

Participant Eligibility (cont.)

3. An individual may be served under the 30 percent provision if the individual satisfies specific criteria. For more information on eligibility, see 20 CFR section 645.213.

Other Program Characteristics

Identification of eligible WtW participants happens in several ways, including making use of the “30-month list” produced from DSHS records. The list reflects participants receiving benefits for a minimum of 30 months and includes identifying information such as education and program status. Also, the local workforce development councils contract with community-based organizations and Community Action Programs for recruitment of eligible people. While emphasis is placed on serving current WorkFirst participants, other strategies exist to identify and serve all categories of eligible participants such as noncustodial parents.

Several projects focus on noncustodial parents. Please consult the local workforce development council for program specifics at <http://www.wa.gov/esd/work/localconnections.htm>

FOOD STAMP EMPLOYMENT AND TRAINING PROGRAM

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Statutory Authority

Federal—The Food Stamp Act of 1985, P.L. 99-158 as amended by the Personal Responsibility and Work Reconciliation Act of 1996, (P.L. 104-193) the Balanced Budget Act of 1997 (P.L. 105-33), the Agricultural Research, Extension, and Education Reform Act of 1998 (P.L. 105-185), the Food Stamp Employment and Training RCW and WAC, and the Washington State Food Stamp Employment and Training Plan Administered by the Department of Social and Health Services (DSHS).

Federal Funding

\$1,081,351 (10/01/00 to 9/30/01). U.S. Department of Agriculture's Food and Consumer Services Division. Employment and training services are contracted to the Employment Security Department (ESD).

Program History

The Food Stamp Program was originally established under the Food and Nutrition Services pursuant to the Food Stamp Act of 1977. The program is administered through DSHS services. ESD is contracted to provide services to eligible food stamp recipients.

Planning Cycle

Annual. Federal fiscal year.

Purpose and Type of Services

The program provides intensive job search services to food stamp recipients subject to work requirements. Participants receive 30 hours of job search instruction. Recipients also are provided with support for self-directed job search efforts for the first 30 days they receive food stamps. Participants must reside in a nonexempt area of the state as approved by the U.S. Department of Agriculture.

Funding and Regional Division

In previous years, funding was performance based. This year, it is based on cost reimbursement. Interagency contracts are negotiated each year based on U.S. Department of Agriculture requirements.

FOOD STAMP EMPLOYMENT AND TRAINING PROGRAM (cont.)

Participant Eligibility

Work required participants are able-bodied food stamp recipients ages 18 to 50 with no dependents under age 17 and do not meet any other exemptions permitted by law. They are required to work 20 hours per week, participate in a state-approved employment and training program, or participate in community service work as a condition of receiving food stamp assistance. If these requirements are not met after three months, they become ineligible for assistance for three years. The law provides minimal remedies for reversing this ineligibility.

Employment and training required participants are ages 16 to 60 with no dependents under age 6 and do not meet any other exemptions permitted by law. They are required to participate in the job search component or be subject to immediate sanctions.

Outcome Measures

The program is measured by the number of clients who are placed into employment.

WORKFORCE INVESTMENT ACT, TITLE I-B ADULT PROGRAM

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Statutory Authority

Federal—Workforce Investment Act (WIA), P.L. 105-220.
Administered by the Employment Security Department (ESD).

Federal Funding

\$21,031,292 (7/1/01 to 6/30/02). WIA Title I-B.

Program History

On July 1, 2000, WIA replaced the Job Training Partnership Act (JTPA) of 1982. For nearly 20 years, the federally funded JTPA program provided job training and other services to help economically disadvantaged youth and adults and dislocated workers obtain job skills and find employment.

To implement WIA, Governor Locke issued Executive Order 99-02, calling on the Workforce Training and Education Coordinating Board (WTECB) to act as the “Workforce Investment Board” for purposes of WIA. The order established 12 local workforce development councils, one for each of the state’s workforce investment areas. These 12 local areas follow the same county lines as the 12 service delivery areas under JTPA. Each council, in consultation with chief local elected officials, will oversee WIA Title I-B activities in its local area. One of these activities includes employment and training services for adults.

Purpose and Type of Services

The program prepares individuals 18 years and older for participation in the labor force by providing core services and access to job training and other services. Services are coordinated through the state’s one-stop career center system called WorkSource. “Core services” include skill assessment, labor market information, consumer reports on training programs, and job search and placement assistance. Second and third tier “intensive” services are available for eligible adults unable to obtain jobs through core services. This sequence of services is individualized and may include more intensive assessments, individual counseling, employment planning, and prevocational and vocational training.

WORKFORCE INVESTMENT ACT, TITLE I-B ADULT PROGRAMS (cont.)

Funding and Regional Division	At the state level, WIA Title I-B adult program services are described in a five-year operations plan developed by ESD and WTECB and approved by the governor. In order to access funds, the U.S. Department of Labor must approve the plan. At the local level, WIA Title I-B adult activities are described in five-year operations plans developed by workforce development councils and chief local elected officials. Funds are allocated to the 12 local workforce investment areas, using federal and state allocation formulas.
Outcome Measures	<p>The following measures are used to determine the program's success.</p> <ul style="list-style-type: none">• The number of adults who find unsubsidized employment after receiving services.• The number of adults who retain employment after six months on the job.• The number of adults who obtain educational skills or occupational skills; and earning levels after six months on the job. <p>Employer and participant satisfaction levels are also measured.</p>
Participant Eligibility	Specific eligibility guidelines are described in the act. Core services are available to all adults with no eligibility requirements. "Intensive" and "training" services are authorized for unemployed individuals unable to find jobs through core services alone. In some cases, these services are available to employed workers who need more help to reach self-sufficiency.
Other Characteristics	Local priorities for WIA Title I-B Adult Employment and Training Program must support the priorities described in each local workforce development council's unified plan and must also be consistent with the goals identified in the state's unified plan for the workforce development system.

REFUGEE ASSISTANCE PROGRAM

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Statutory Authority	Federal—Refugee Education Assistance Act of 1980, P.L. 96-212); the U.S. Immigration and Nationality Act; 45 CFR Chapter 4, Part 400.
Federal Funding	\$6,800,000 (10/1/00 to 9/30/01). U.S. Department of Health and Human Services (DSHS).
State Funding	\$981,000 State General Fund. Chapter 388-55 WAC. Administered by the Department of Social and Health Services. \$750,000 from Temporary Assistance for Needy Families (TANF).
Program History	<p>The program began in 1975 to assist low-income, legally determined refugees, Amerasians, and those seeking asylum. Program services are delivered through contracts with community-based organizations, refugee resettlement (voluntary) organizations, state and local government, and private agencies. Since 1975, over 150,000 refugees have resettled in Washington each year. Currently, about 5,000 refugees resettle in our state each year.</p> <p>The Office of Refugee and Immigrant Assistance (ORIA) is the coordinating office for all federal dollars for refugee services. The office director is designated as the “Refugee State Coordinator” by the governor for all refugee services and planning.</p> <p>In 1999 ORIA assumed the added role of the Limited English Speaking Pathway for WorkFirst which administers employment and English-as-a-Second-Language (ESL) programs for TANF refugees and immigrants statewide.</p>
Planning Cycle	Annual.
Purpose and Type of Services	The goal of the program is to coordinate the resettlement of refugees in Washington and to promote economic self-sufficiency as quickly as possible. This is accomplished through effective use of social and employment services, as well as financial and medical assistance. Refugee program services

REFUGEE ASSISTANCE PROGRAM

(cont.)

Purpose and Type of Services (cont.)	include public health screening, foster care if needed, cultural adjustment and social services, English language instruction, bilingual support, skill training, employment services, and job retention services.
Funding and Regional Division	The Refugee Assistance Program uses the DSHS and Economic Services Administration regional structure for planning and service delivery. Funding is allocated by the federal Office of Refugee Resettlement based on the number of refugee admissions to the state.
Participant Eligibility	All legally determined refugees and Amerasians are eligible for the services if their income is below 80 percent of the state median income. The U.S. Immigration and Naturalization Service assigns refugee status. Section 101 (a)(42) of the Immigration and Nationality Act defines the term “refugee” to mean any person who is persecuted or has a well-founded fear of persecution in their home country because of race, religion, nationality, membership in a particular social group, or political opinion.
Outcome Measures	Number of refugees receiving health screening, public assistance, social, and employment services—job placement, ESL, and training. For those receiving TANF and Refugee Grant Assistance, the outcome is the number of refugees who obtain employment and become economically self-sufficient.
Other Program Characteristics	<p>The program emphasizes:</p> <ul style="list-style-type: none">• Services be provided in a manner that is linguistically and culturally compatible with the refugee’s background.• English language instruction be provided in a concurrent, rather than in a sequential manner with other program services.• Refugee women be offered the same opportunities as men to participate in training and instruction.

Other Program Characteristics
(*cont.*)

Federal regulations state that “refugee-specific services should be provided through a separate service system during the initial years of resettlement, rather than a mainstream system in which refugees are only one of many client groups served.”

EMPLOYMENT AND TRAINING FOR MIGRANT SEASONAL FARM WORKERS

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Statutory Authority	Title 1, Section 167 of the Workforce Investment Act (WIA). Administered by the Washington Farm Worker Investment Program, Opportunities Industrialization Center (OIC) of Washington State.
Federal Funding	\$1,954,811 (7/1/01 to 6/30/02). U.S. Department of Labor (DOL).
Program History	<p>Washington State has provided employment and training services for migrant workers since the inception of the Job Training Partnership Act. It has historically been operated by a single grantee for the state selected by DOL through a competitive procurement process. The 1999 grantee is OIC of Washington. OIC is operating the program as the Washington Farm Worker Investment Program.</p> <p>In July 2000, the program will be operated under Title I, Section 167 of WIA. Program services will be coordinated fully within the state's one-stop delivery system (WorkSource) with participants receiving core, intensive, and/or training services from the state grantee working in conjunction with WorkSource partners.</p>
Planning Cycle	Two-year competitive bid.
Purpose and Type of Services	<p>The program provides job training, employment opportunities, and other services for those suffering chronic seasonal unemployment and underemployment in the agricultural industry. Services include job search assistance, job development, classroom training, work-based training, and support services.</p>
Funding and Regional Division	<p>There are five program regions.</p> <ol style="list-style-type: none">1. Mount Vernon Regional Office serving Skagit and Whatcom Counties.2. Wenatchee Regional Office serving Chelan, Douglas, and Okanogan Counties.

Funding and Regional Division
(cont.)

3. **Moses Lake Regional Office** serving Grant and Adams Counties.
4. **Sunnyside Regional Office** serving Lower Yakima Valley and Klickitat.
4. **Pasco Regional Office** serving Benton, Franklin, and Walla Walla Counties.
5. **Yakima Regional Office** serving Kittitas and Upper Yakima Valley.
6. **Puget Sound Regional Office** serving King and Pierce Counties.

Funds are distributed among states by formula. The approved grantee for the state establishes substate allocations consistent with the application and the approved grant plan.

Participant Eligibility

Eligibility for participation in the program is limited to seasonal farm workers or migrant farm workers who, during a specified time period, received at least 50 percent of their income from, or who were employed at least 50 percent of their time, in farm work. Applicants must also meet low-income guidelines.

Outcome Measures

The program is measured by the number of eligible individuals receiving classroom training, on-the-job training, work experience, training assistance, or emergency assistance. The program is also measured by the number of individuals placed in jobs or whose employability is enhanced.

Other Program Characteristics

The Migrant Seasonal Farm Worker Program was developed after Congress concluded that chronic seasonal unemployment and underemployment in the agricultural industry constituted a portion of the nation's rural employment problem, substantially affecting the national economy.

COMMUNITY SERVICES BLOCK GRANT PROGRAM

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Statutory Authority	Federal—P.L. 97-35. Administered by the Office of Community Development.
Federal Funding	\$473,419 (1/1/2001 to 12/30/02). U.S. Department of Health and Human Services for workforce development programs from the overall block grant budget.
Program History	The Community Services Block Grant (CSBG) Program was a continuation of the war on poverty program created by Congress in 1964. Funds and policies were transferred to a state block grant in 1981.
Planning Cycle	Annual.
Purpose and Type of Services	The purpose of the CSBG program is to encourage local communities to establish goals that address the causes of poverty and to support the costs of implementing comprehensive local plans designed to eliminate barriers to self-sufficiency among needful residents. The grant can support 84 activities and services, including housing assistance, emergency services, education, job counseling, job placement assistance, nutrition, and linkage services.
Funding and Regional Division	The state contracts with 31 community action agencies, some serving more than one county, who address the causes of poverty in every local community in the state. Each community action agency must submit an annual “Community Action Plan.” Funds are distributed by a formula developed in collaboration with the Washington State Association of Community Action Agencies. Funds are allocated according to the 1990 census of the number of persons living at or below 125 percent of poverty.
Participant Eligibility	Citizens who live at or below 125 percent of the poverty level are eligible.

Outcome Measures

There are more than 60 outcome measures for 20 services. Examples of expected outcomes for employment services include the number of persons who:

- Reduced their barriers to employment.
- Found and retained jobs after 90 days and after 12 months.
- Increased their hours of employment.
- Obtained jobs covered by health care insurance.
- Increased their income because of increased hourly wages, increased hours worked, or tax credits
- Started a small business and/or operated it for 24 months.

Other Program Characteristics

Twenty-seven nonprofit community action agencies and four local governments are awarded CSBG contracts per year. Each contractor develops a comprehensive plan for local services that are unique to the geographic area.

ADULT EDUCATION AND BASIC SKILLS



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Statutory Authority	Federal—Adult Education and Family Literacy Act, Title II of the Workforce Investment Act (WIA), P.L. 105-220, C.F.D.A. 84.0002. State—RCW 28B.50, WAC 180-72. Also, a special line item in the State Board for Community and Technical Colleges (SBCTC) State General Fund budget.
Federal Funding	\$5,969,623 (7/1/00 to 6/30/01). U.S. Department of Education.
State Funding	\$110,175,022 (7/1/00 to 6/30/01) Primarily from SBCTC’s allocation to colleges and a special line item in the SBCTC budget.
Program History	Federal adult education legislation, enacted in 1965, started the modern era of adult and family literacy services in the state. In 1991, the program moved from the Office of Superintendent of Public Instruction to SBCTC. Over the years, special state and federal initiatives expanded the scope of adult education to include homeless adults, English language instruction, citizenship for undocumented adults, workforce basics, adults with disabilities, basic skills for welfare reform participants, and family literacy.
Planning Cycle	Biennial, with a five-year state plan.
Purpose and Type of Services	<p>Adult Education and Basic Skills provides services or instruction in adult education and literacy services, including workplace literacy, family literacy, and/or English literacy, in order to:</p> <ul style="list-style-type: none">• Assist adults to become literate and obtain the knowledge and skills necessary for employment and self-sufficiency.• Assist adults who are parents to obtain the educational skills necessary to become full partners in the educational development of their children.• Assist adults in the completion of a secondary school education.

Purpose and Type of Services
(cont.)

Adult literacy, family learning, workplace skills enhancement, English language instruction, citizenship classes, basic skills education, high school equivalency preparation, alternative high school diploma, and similar programs are all parts of the state's Adult and Family Literacy services. These services provide opportunities for adults to gain control over their own lives by enabling them to practice, learn from, and master the skills and strategies required for responsible citizenship, productive employment, and family self-sufficiency.

Funding and Regional Division

Funds are allocated equitably among 18 funding areas in a ratio representing populations needing these services and the current levels of service in each area. The current plan emphasizes maintaining an adult and family literacy presence throughout the state, fostering a local and regional fit between services and needs, demonstrating a commitment to direct and equitable access, and ensuring continuity of services for existing students. Each applicant for state and/or federal funding must compete with other eligible applicants within its funding area. Competition is based on responses to the 12 criteria specified in WIA Title II, plus a budget item added by the state. By July 1, 2001, funding must be based on prior achievement of outcome measures.

Participant Eligibility

In order to be eligible, the following requirements must be met.

- Be at least 16 years old.
- Not be enrolled or required to be enrolled in secondary school under state law.
- Lack sufficient mastery of basic educational skills enabling them to function effectively in society and:
 - Not have a high school diploma or recognized equivalent.
 - Not achieved an equivalent level of education.
 - Not be able to speak, read, or write the English language.

ADULT EDUCATION AND BASIC SKILLS (cont.)

Outcome Measures

Each Adult and Family Literacy provider must propose and report quarterly rates for participants to:

- Demonstrate improvements in literacy skill levels in reading, writing, and speaking the English language; numeracy; problem solving; English language acquisition; and other literacy skills.
- Enroll in, retain, or complete, postsecondary education, training, unsubsidized employment, or career advancement.
- Earn a secondary school diploma or a GED certificate.

Other Program Characteristics

Adult and Family Literacy Programs are provided by the state's community and technical colleges and by community-based organizations. The Adult Education Advisory Council has adopted "Indicators of Program Quality," "Basic Skills Competencies," and a "Statewide Assessment System," which are applicable to all providers. Service providers have developed broad-based, communitywide literacy programs using a variety of funding sources. For example, providers enter into local agreements to deliver basic skills for participation in WorkFirst, refugee resettlement and job training programs, as well as for inmates of state and local correction facilities.

VOLUNTEER LITERACY PROGRAM

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Statutory Authority	From the State Board for Community and Technical Colleges (SBCTC) budget.
State Funding	\$362,365 (7/1/01 to 6/30/02).
Program History	SBCTC has awarded small grants to community and technical colleges, literacy councils, and community-based organizations (CBOs) to help recruit, train, and support volunteer literacy tutors since 1987. In July 2001, the total number of programs receiving funding was 27.
Planning Cycle	Triennial.
Purpose and Type of Services	The Volunteer Literacy Program subsidizes the salary and benefits of an on-site professional to recruit, train, and support literacy tutors and match them with adult learners. Most tutors work on a one-to-one basis with students. Other tutors assist in classrooms, work with small groups of students, or provide related services such as recruiting and testing students.
Funding and Regional Division	SBCTC awards small grants to community and technical colleges, literacy councils, and CBOs across the state.
Participant Eligibility	<p>Tutors are carefully screened and trained by local program coordinators. In order to be eligible the following requirements must be met. Participants must:</p> <ul style="list-style-type: none">• Be at least 16 years old.• Not be enrolled or required to be enrolled in secondary school under state law.• Lack sufficient mastery of basic educational skills enabling them to function effectively in society and:<ul style="list-style-type: none">- Not have a high school diploma or recognized equivalent.- Not achieved an equivalent level of education.- Not be able to speak, read, or write the English language.

VOLUNTEER LITERACY PROGRAM

(cont.)

Outcome Measures

Each Adult and Family Literacy provider must propose and report quarterly rates for participants to:

- Demonstrate improvements in skill levels in reading, writing, and speaking the English language; numeracy; problem solving; English language acquisition; and other literacy skills.
- Enroll in, retain, or complete postsecondary education, training, unsubsidized employment, or career advancement.
- Earn a secondary school diploma or a GED certificate.

Other Program Characteristics

Tutoring programs provide students with intense one-to-one instructional opportunities at convenient times and locations. Tutoring programs also supplement service to students receiving classroom instruction. More than 1,700 volunteers worked with 3,345 students in 2000-2001 in 30 programs.

FAMILIES THAT WORK

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Statutory Authority	State—From the State Board for Community and Technical College budget supplemented by WorkFirst Investment Funds.
State Funding	\$5,740,850 (7/1/01 to 6/30/02).
Program History	Families That Work grew out of the state-funded literacy program called Project Even Start, which had provided basic skills, parent education, and child education for about 500 families a year since 1988. In the fall of 1997, 15 Even Start programs refocused their efforts to include self-efficiency for families as a response to the needs of Welfare Reform. In 1999, all family literacy efforts centered on the Families That Work model with 21 community and technical colleges and 4 community-based organizations as providers.
Planning Cycle	Triennial with a five-year state plan.
Purpose and Type of Services	The purpose of the program is to assist hard-to-employ and low-wage-earning parents with low basic skills to find success at work while stabilizing their families. The program includes basic skills taught in the context of work, family management skills, developmentally appropriate care and education for children, and parent and child activity time to increase the child's readiness for and success in school. Every parent participates in work activities designed to increase employability leading to unsubsidized employment.
Funding and Regional Division	In Fiscal Year 2001, Families That Work programs provide services through 26 programs at 38 sites around the state.
Participant Eligibility	Current and former Temporary Assistance for Needy Families recipients and low-wage-earning parents with low basic skills who have a dependent child at home or are pregnant are eligible.

FAMILIES THAT WORK

(cont.)

Outcome Measures

Outcomes for Families That Work include:

- Attainment of critical job and family stabilization skills.
- Successful placement in work activity or paid employment.
- Wage and skill progression.
- Strengthened family management and parenting skills.
- Increased learning success for all children in the family.

WORKPLACE BASIC SKILLS

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Statutory Authority	State—from the State Board for Community and Technical College budget supplemented by WorkFirst Reinvestment Funds.
State Funding	\$1,030,000 (7/1/00 to 6/30/01).
Program History	The Office of Adult Literacy has managed Workplace Basic Skills projects since 1991. From 1991 to 1998, these projects were funded by grants from the U.S. Department of Education's National Workplace Literacy Project. Since July of 1998, they have been funded through WorkFirst Reinvestment Funds.
Planning Cycle	Biennial, with a five-year state plan.
Purpose and Type of Services	Workplace Basic Skills programs provide customized, on-site instruction to workers. While instruction targets Washington State's adult basic skills and English-as-a-Second Language competencies, it focuses on those competencies specific to each work site. In fact, the purpose and outcomes of instruction are defined by each employer and often reflect the perspectives of workers and labor. In addition, the materials, vocabulary, and assessments used come from the workplace or are specifically tailored to it. While service models vary by workplace, they often include group instruction and tutoring/mentoring.
Funding and Regional Division	There are no substate regions. Applications for Workplace Basic Skills funds may be submitted throughout the year, as long as funds are available. Applications are evaluated against criteria that reflect national standards for workplace programs and the 12 criteria specified in the Workforce Investment Act. A specific budget is required.
Participant Eligibility	Eligible participants lack one or more adult basic literacy competencies required for success in their workplace. In addition, participants must be current/recent welfare recipients or live at or below 175 percent of the poverty level.

WORKPLACE BASIC SKILLS

(cont.)

Outcome Measures

Participant outcomes, reported through Washington Adult Basic Education Reporting System, include:

- Attainment of specific competencies, as defined in the Washington State Competencies for Adult Literacy, that directly related to success in the workplace, as defined by the employer, employee, and union representative.
- Increased wages, promotion, additional paid hours, additional internal training or certification, access to external training, retention, and other indications of wage progression.
- Participant and supervisor satisfaction with project services, measured and reported with a satisfaction survey.
- Expected impact on business—determined for each project and included in the final project report (e.g., improved ability to work in teams, increased production rates, decreased error and/or accident rates, etc.).

Participant outcomes will be supplemented with information from unemployment insurance data match to determine number retained in employment wage progression, promotion, etc.

OFFENDER EDUCATION PROGRAM

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Statutory Authority	Federal Adult Education Act—Title I.
Federal Funding	\$74,641. Adult Education Act, as allocated by the State Board for Community and Technical Colleges (SBCTC). U.S. Department of Education (DOE).
State Funding	\$13,794,526 (7/1/01 to 6/30/02).
Program History	The Department of Corrections (DOC) contracts with 11 local community colleges, the Employment Security Department's Corrections Clearinghouse, and 2 private organizations to provide education services for offenders in 15 correctional facilities. DOC provides education opportunities in basic skills, vocational skills training necessary for work, and offender change interventions.
Planning Cycle	Annual planning and annual contract selection.
Purpose and Type of Services	The mission of the program is to provide offenders, under the supervision of the DOC, with appropriate educational opportunities to increase knowledge, skills, and abilities to function effectively while incarcerated and upon release. Programs address a broad range of offender needs, including adult basic education, life skills, vocational education, and other academic programs. Educational activities for special needs groups include English-as-a-Second Language training, personal interaction skills, preparation for institutional work assignments, workplace literacy, and other employment readiness services.
Funding and Regional Division	Although DOC is comprised of five regions, oversight of educational programs is provided by the educational services administrator for statewide offender education. A governance board makes funding recommendations based on a review of an annual needs assessment submitted by each correctional facility.

OFFENDER EDUCATION PROGRAM (cont.)

Participant Eligibility	Educational programs are available to all offenders in 12 correctional facilities, 2 pre-release facilities, and an assisted living facility. DOC has presumptive enrollment for offenders under the age of 22 who do not have a high school diploma or GED certificate and for offenders who score lower than 9th grade.
Outcome Measures	<p>The department's strategic plan includes two objectives regarding education programs.</p> <ol style="list-style-type: none">1. Increase the number of offenders completing education course subject levels by 5 percent each year while reducing the cost per offender enrollment by 2 percent each year.2. Increase the number of offenders who complete vocational skills training by 5 percent while reducing the cost per offender enrollment by 2 percent each year.
Other Program Characteristics	DOC and the respective correctional institutions deliver a variety of educational programs by coordinating funding from numerous state and federal sources and coordinating the delivery of services with the Employment Security Department's Corrections Clearinghouse unit, the Office of Superintendent of Public Instruction, SBCTC, and the Carl Perkins Correctional Alliance. Primary education providers are local community colleges. Corrections Clearinghouse provides specialized preemployment services at several correctional facilities.

CORRECTIONS CLEARINGHOUSE PROGRAMS

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Statutory Authority	Federal—Carl D. Perkins Vocational and Technical Education Act of 1998. Administered by the Employment Security Department (ESD).
Federal Funding	<p>\$212,321 (7/1/01 to 6/30/02). U.S. Department of Education. The Workforce Training and Education Coordinating Board grants federal Carl Perkins Funds (1 percent of Title 1) to ESD.</p> <p>\$400,000 (1/15/01 to 9/30/02). U.S. Department of Labor/ Employment and Training Administration. The purpose of this grant is to establish an effective response system that disseminates workforce development information through the AWN toll-free helpline.</p>
State Funding	\$909,780 (7/1/01 to 6/30/02) Penalty and Interest Funds.
History	Corrections Clearinghouse (CCH) was founded in 1972 to provide offender employment services. The goal and mission was to empower offenders in securing and maintaining employment.
Planning Cycle	Biennial.
Purpose and Type of Services	A division of ESD, CCH develops, administers, coordinates, and delivers employment and training services to juvenile and adult offenders. The program's specialized services reduce recidivism by helping ex-offenders find jobs. CCH accomplishes this by increasing the education and employability skill levels of offenders as an alternative to criminal behavior by allowing them to be better able to compete in the job market.
Funding and Regional Division	Programs are located throughout the state in adult and juvenile correctional facilities. CCH must submit a plan for these programs. Funding for both programs comes from state funds, which require the development, implementation and reporting of planned outcome measures. Funds are not allocated by formula.

CORRECTIONS CLEARINGHOUSE PROGRAMS

(cont.)

Participant Eligibility	Participants are juvenile or adult offenders in a state correctional institution, local jail, or juvenile facility and adult or juvenile ex-offenders residing in local communities. Probationary youthful offenders are also eligible.
Outcome Measures	Outcome measures include enrollments, completions, job placements, job developments, and employment upgrades.
Other Program Characteristics	Employment and training services for juvenile and adult offenders are delivered through CCH partnerships with the Department of Corrections, Department of Social and Health Services/Juvenile Rehabilitation Administration, local jails and detention centers, community-based organizations, and other offender employment and training providers.

SPECIAL EMPLOYMENT SERVICES FOR OFFENDERS PROGRAM (Correction Camps)

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Statutory Authority	State—RCW 72.09, 72.64.090, 76.04. Administrated by the Department of Natural Resources (DNR).
Federal Funding	\$80,000 (7/1/01 to 6/30/02). U.S. Department of Agriculture—U.S. Forest Service.
State Funding	\$3,592,700 (7/1/01 to 6/30/02). State General Fund and state Timber Sales receipts.
History	For over 46 years, correctional camps for adult and juvenile offenders in Washington have been cooperatively operated by DNR, the Department of Corrections (DOC), and the Juvenile Rehabilitation Administration of the Department of Social and Health Services. The program was authorized in 1943 by the Legislature as an adult honor camp program. Between 1956 and 1979, the work camps underwent a period of development and expansion.
Planning Cycle	Biennial.
Purpose and Type of Services	The program provides work opportunities for 60 inmates daily, supporting projects managed by DNR and other agencies. Employment includes fire suppression, reforestation, thinning, forest plantation maintenance, recreation site maintenance, and providing services to other governmental agencies.
Funding and Regional Division	There are seven camps statewide. <i>Adult Camps</i> Olympic, Jefferson County Cedar Creek, Thurston County Larch, Clark County Airway Heights, Spokane County Monroe, Snohomish County <i>Juvenile Camps</i> Mission Creek, Mason County Naselle, Pacific County

SPECIAL EMPLOYMENT SERVICES FOR OFFENDERS PROGRAM (Correction Camps) (cont.)

Funding and Regional Division (cont.)

Funding is secured through DNR's normal budget development process. DNR develops its budget based on the historical work provided by work camps and its projected future workload for emergency response, state trust land management, and services contracted out to other agencies.

Participant Eligibility

The program targets youth and adults incarcerated in the state's corrections facilities. Individuals are selected for the program's special employment services through agreements established between the DOC and the Department of Social and Health Services, Division of Juvenile Rehabilitation.

Outcome Measures

Outcome measures include:

- Degree to which public and other agencies see the value of sustaining inmate work crews to protect state lands.
- Level of use of inmate crews to support state lands functions to enhance the value of state trust lands for future generations.
- Degree to which trained inmate crews are available for fire suppression and emergency response.
- Level of use of trained inmate crews to develop and maintain recreational facilities on state lands.

Other Program Characteristics

DNR largely provides the same work opportunities for youth and adult inmates. Both sexes fight fires, plant trees, do precommercial thinning of harvestable timber, clean up streams, control brush, and maintain forest roads. During a typical year, inmates plant trees from January through April, undergo fire fighting training in the spring, fight fires and maintain timber stands during the summer, and do precommercial thinning year round.

DISABLED VETERANS OUTREACH PROGRAM

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Statutory Authority	Federal—Title 38, USC, Chapter 41, Sec. 4103A. Administered by the Employment Security Department (ESD).
Federal Funding	\$2,581,000 (10/1/01 to 9/30/02). Veterans' Employment and Training Service, U.S. Department of Labor (DOL).
Program History	The Disabled Veterans' Outreach Program (DVOP) was initially established by executive order in 1977 and later authorized by the Veteran's Rehabilitation and Education Amendments of 1980. Although DVOP personnel are employees of this state, their positions are funded annually by grants by DOL.
Planning Cycle	Federal fiscal year.
Purpose and Type of Services	The purpose of the program is to increase opportunities for disabled veterans and Vietnam-era veterans to obtain counseling, job training, job placement services, and employment. The program meets its objectives by developing service delivery networks, coordinating with existing delivery systems and entering into cooperative training/placement arrangements with community groups, veterans organizations, employers, trade associations, labor unions, and educational institutions.
Funding and Regional Division	ESD carries its responsibilities through a statewide network that includes representation in each of ESD's four regions. The WorkSource Operations Division for ESD administers veteran activities through a director in each region. A plan is required to access funding. Funds provided under this program are sufficient to support the appointment of one DVOP specialist for each 7,400 veterans who are between the ages of 20 and 64 and reside in the state. Each specialist must be a qualified veteran. One quarter of DVOP specialists must be outstationed at locations other than Job Service/WorkSource Centers.
Participant Eligibility	The program serves disabled veterans and Vietnam-era veterans with a priority given to disabled veterans of the Vietnam-era.

DISABLED VETERANS OUTREACH PROGRAM

(cont.)

Outcome Measures

Program measures include:

- Placements, obtained employment.
- Federal contractor placements.
- Counseling, placed in training.
- Job development contacts.

Other Program Characteristics

Seventy-five percent of DVOP staff are based out of Job Service/ WorkSource Centers statewide, and the remaining twenty-five percent are outstationed at approved locations such as the Veterans' Affairs Hospital, the Veterans' Affairs Regional Office, and military installations.

The state's plan is to physically integrate services where it makes sense, electronically tie various existing locations and providers together, and provide for extensive self- service options.

LOCAL VETERANS EMPLOYMENT REPRESENTATIVE PROGRAM

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Statutory Authority	Federal—Title 38, USC, Chapter 41, Sec. 4104. Administered by the Employment Security Department (ESD).
Federal Funding	\$1,907,000 (10/1/01 to 9/30/02). Veterans Employment and Training Service, U.S. Department of Labor (DOL).
Program History	The Local Veterans' Employment Representative (LVER) Program was first authorized under the original GI Bill, the Servicemen's Readjustment Act of 1944. Since then, legislation has been enacted to increase benefits and entitlements for Veterans. ESD receives annual grants from DOL to fund LVER positions.
Planning Cycle	Federal fiscal year.
Purpose and Type of Services	The program ensures local supervision of ESD compliance with federal regulations, standards of performance, and grant agreement provisions for special services and priorities for veterans. LVER personnel based in Job Service/WorkSource Centers provide (and supervise others to provide) veterans with labor exchange services, including intake and assessment, counseling, testing, job-search assistance, and referral and placement. LVER representatives maintain regular contact with employers, labor unions, training programs, and veterans' organizations in order to better advise veterans of opportunities for employment and training.
Funding and Regional Division	ESD carries its responsibilities through a statewide network that includes representation in each of ESD's four regions. The WorkSource Operations Division of ESD administers veteran activities through a director in each region. A plan is required to access funding. There is one full-time representative in each Job Service/WorkSource Center with 1,100 or more veteran applicants, and one part-time representative in offices with at least 350 veteran applicants.

LOCAL VETERANS EMPLOYMENT REPRESENTATIVE PROGRAM (cont.)

Participant Eligibility

Any person who served on active duty for a period of more than 180 days and was discharged or released from active duty with other than a dishonorable discharge or was discharged or released from active duty because of a service-connected disability is eligible.

Outcome Measures

Outcome measures include:

- Placements.
- Obtained employment.
- Federal contractor placements.
- Counseling
- Training placement.
- Job developments control.

Representatives carry out a number of specific monitoring and supervision functions to assure participation of veterans in employment and training programs and in subsequent referrals of qualified veterans to job opportunities.

Other Characteristics

The state's plan is to physically integrate services where it makes sense, electronically tie various existing locations and providers together, and provide for extensive self-service options. The WorkSource career center system will present a broad range of reemployment services that were not previously accessible or easily available to veterans who visited job service centers.